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ABSTRACT

This report provides data on Hispanic representation within the U.S. workforce in such areas as administrative, professional, and sales as well as in the service industry, farming, law enforcement, manufacturing, and transportation. In addition, various fact sheets are provided that present specific labor force status numbers, earnings, and educational information. Overall, when compared to other minorities Hispanics are a relatively young population, have lower educational attainment, have much lower family incomes, and are underrepresented in many high-prestige occupations. A notable portion of Hispanics have no formal education beyond the fifth grade. With the exception of Black females, 18- and 19-year-old Hispanics are the least likely of all groups to be in school; Hispanics are much less likely to complete high school compared to non- Hispanics, and they are almost twice as likely as Whites to dropout. Because of their lower educational levels, Hispanics are concentrated in low-wage work. In terms of overall income, Hispanics are more than twice as likely to be poor as non-Hispanics, e.g., Hispanic children in 1992 were more likely than White children to be living in poverty, but not as likely as Blacks. Information sheets provide educational, labor force status, and income data on various subgroups within the Hispanic population. (GLR)

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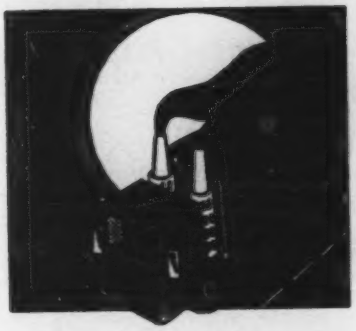
HISPANICS IN THE LABOR FORCE: A CHARTBOOK



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HISPANICS IN THE LABOR FORCE: A CHARTBOOK

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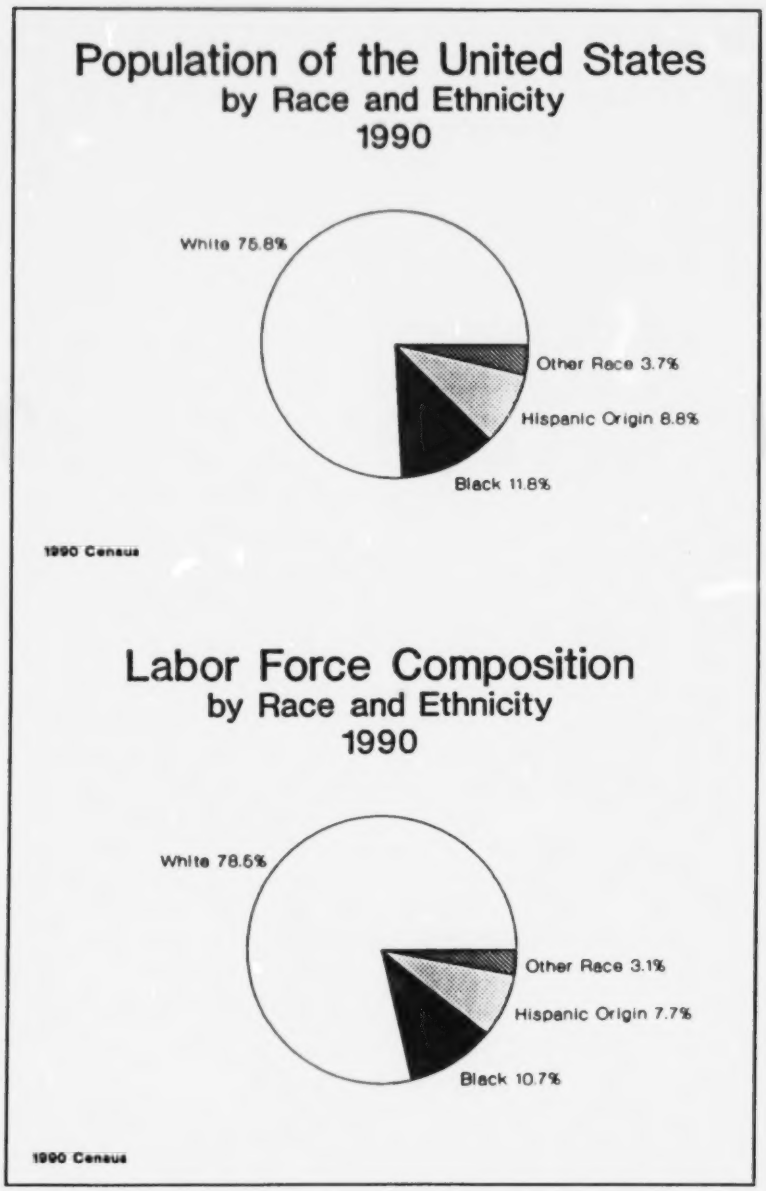
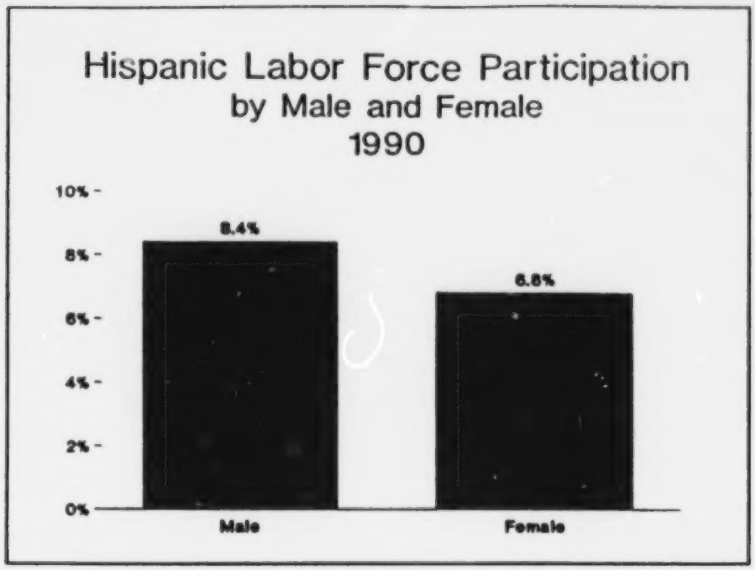
Introduction

By the year 2005, Hispanic representation in the labor force is expected to increase by 44%, from 7.7% in 1990 to 11.1%. This is the fastest growth projected for any group. It is driven by the overall population growth of the group -- from both natural increase and increased immigration -- as well as the youthfulness of Hispanics, and projected increases in the labor force participation of Hispanic women.



As a youthful population -- and one which is less likely than other groups to go on to higher education -- Hispanics are more likely to be beginning or in the middle of their working years. Thus, Hispanics, while 7.7% of the labor force in 1990, are projected to represent 15.7% of net labor force entrants over the 1990-2005 period. Many workers leaving the workforce during this time period will be older White males.

For a variety of reasons, among women, Hispanics had the lowest labor force participation rate in 1990. Although they are expected to have lower labor force participation rates relative to other women in 1990-2005, their participation rates are nonetheless projected to increase significantly, as more women of all races and ethnicities enter the labor force. The labor force participation rate of Hispanic men will continue to be high.



While they are a growing part of the labor force overall, Hispanics are concentrated in low-growth (as well as low-skill and low-wage) jobs. Further, Hispanics were not represented proportionate to their presence in the labor force in any of the occupational groups projected to grow rapidly. Blacks and Hispanics are overrepresented in all the slow-growing or declining occupations, making their chances to move into higher-wage jobs poor.

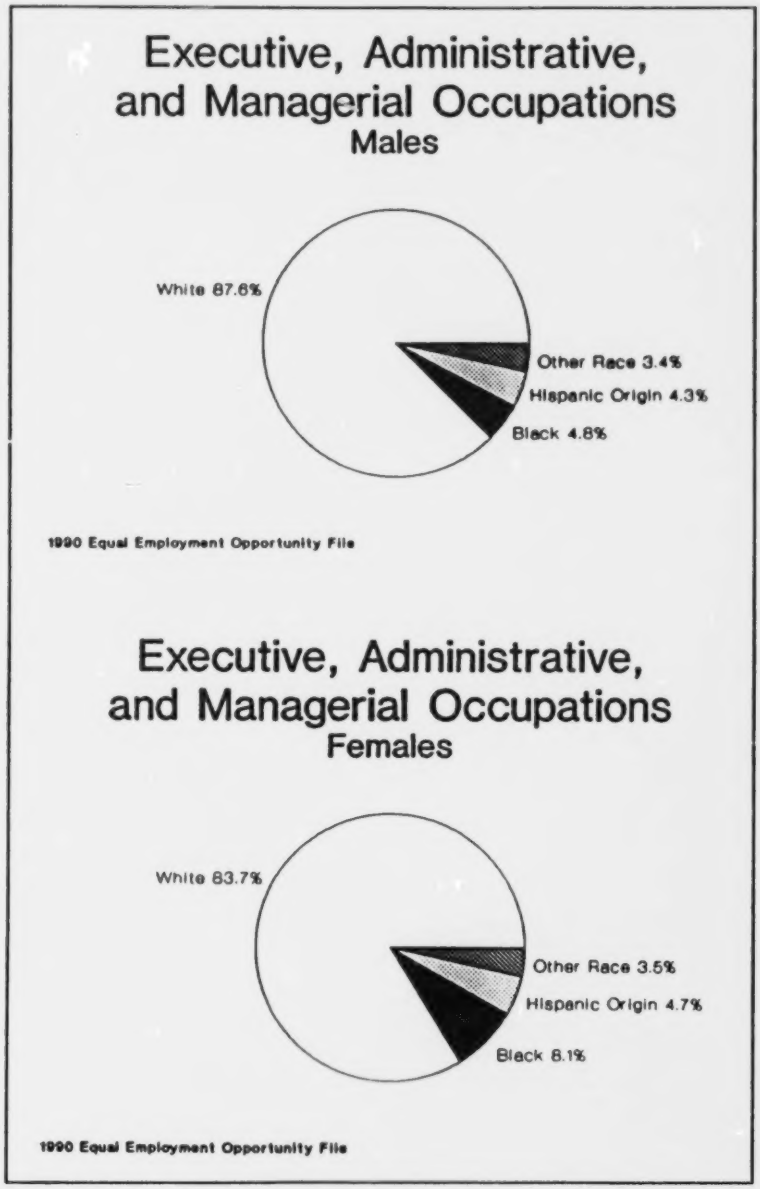
The following is a brief look at Hispanics in the workforce. For 13 occupational categories, current representation as well as the outlook for those occupations in the next several decades is reviewed. The labor force projections are taken from *Outlook 1990 - 2005*, published by the U.S. Department of Labor, Bureau of Labor Statistics. Coupled with statistics on the composition of the labor force in 1990 from the *Equal Employment Opportunity File* published by the Bureau of the Census, the data illustrate that Hispanics face serious obstacles to both stable, well-paying employment and adequate representation in the labor force of the next decade.

Technical Notes

- The racial/ethnic data in this publication are for White non-Hispanics, Black non-Hispanics, Other Group non-Hispanics; and Hispanics, which may be of any race.
- Due to data limitations, the median earnings provided for various occupations are not disaggregated by gender, and are for the population as a whole. As a result of employment discrimination and differences in levels of educational attainment, it is very likely that Hispanic men, and to a greater degree Hispanic women, are paid less than the median.
- For each category, the labor force participation rate of Hispanic males and females is noted. When examining the percentages of Hispanic females, it is important to remember that the overall presence of females in the labor force is smaller and therefore Hispanic male and female participation cannot be compared. For example, although 7% of males teaching kindergarten are Hispanic and 5.8% of females are Hispanic, Hispanic females come closer to being adequately represented. Compared to their presence in the labor force, Hispanic males are underrepresented in this occupation by 1.4%, while Hispanic females are underrepresented by 1%.
- All of data in the graphs and charts are for the year 1990.

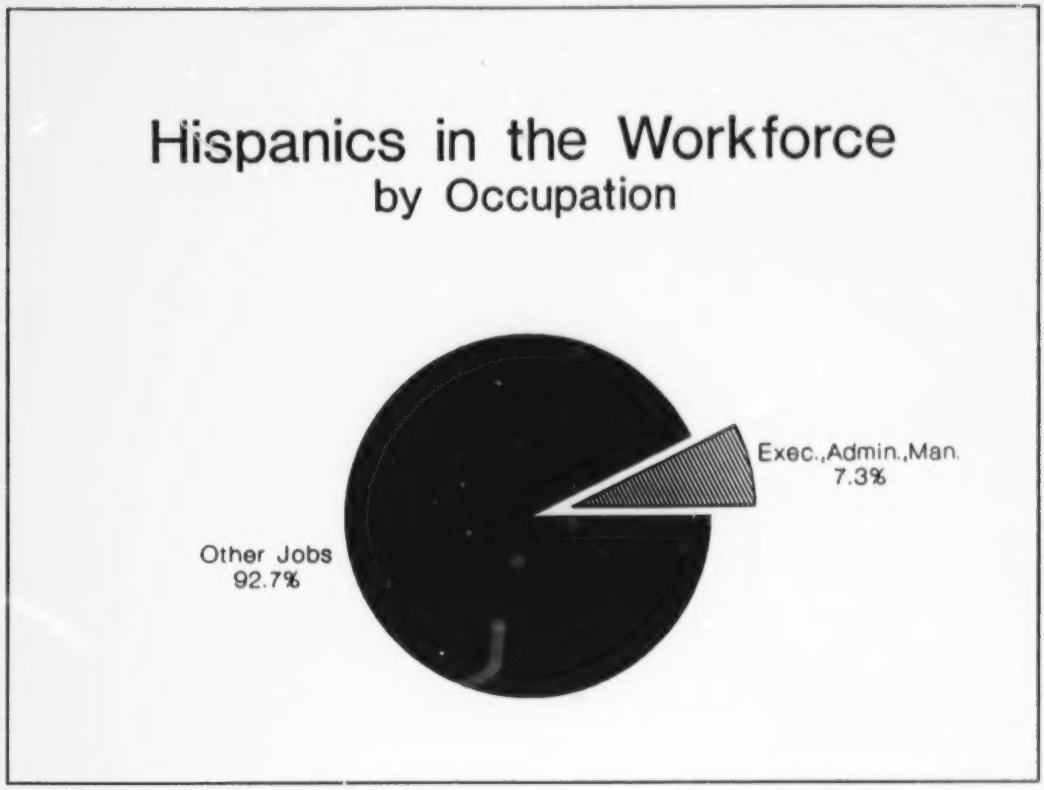
Executive, Administrative, and Managerial Occupations

- ***Hispanics are considerably underrepresented in this category, and are most likely to be in the lowest paying jobs.***



The 1990-2005 period will see the continuation of an above-average growth rate for jobs that require relatively higher levels of education or training. This is reflected in the increasing proportions of executive, administrative and managerial workers. Nearly one-half of this growth is expected to be among those employed in the services industry division.

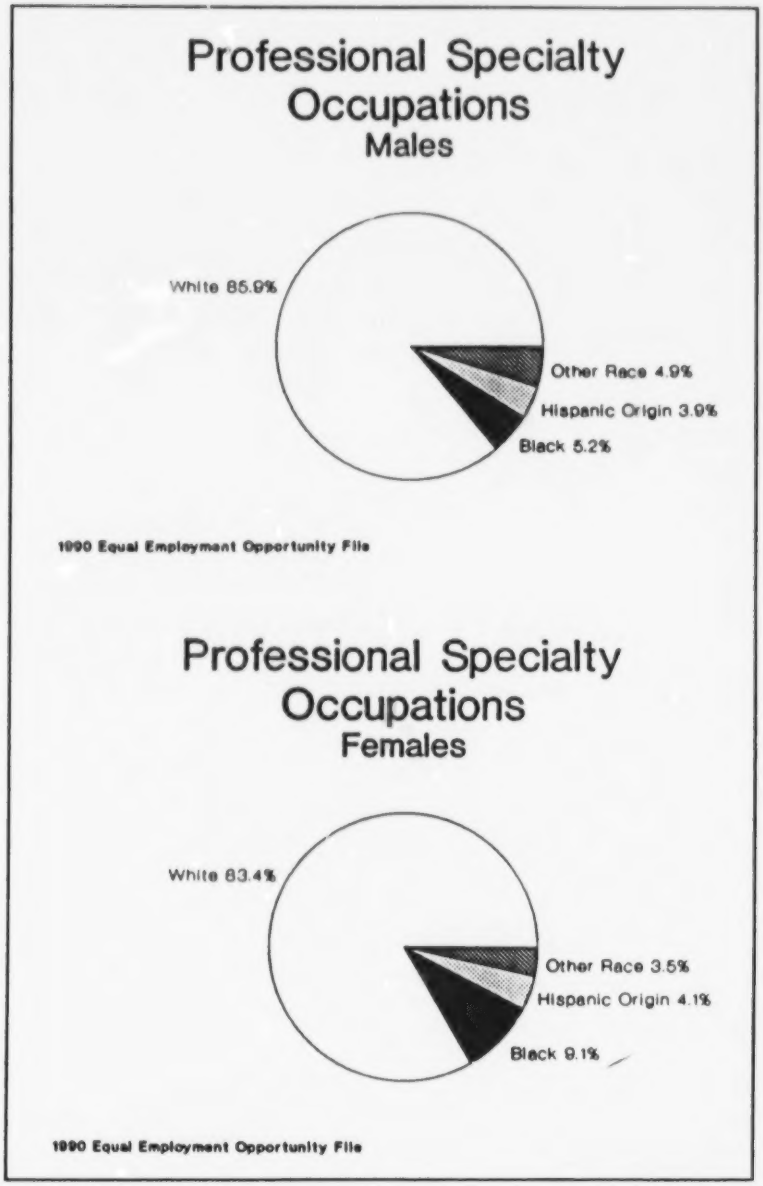
As can be seen from the pie charts on this page Hispanics were underrepresented in this category in 1990 overall by nearly 50%. Within this category, Hispanic women were most evenly represented in personnel and labor relations managers positions, making up 6.4% of individuals employed in those jobs; as noted in an earlier graph, Hispanic women are 6.8% of the female labor force. The median earnings for those jobs were $30,000 a year. Hispanic males were considerably underrepresented in most executive, administrative, and managerial jobs -- they were best represented in food service and lodging establishment management and as managers of personnel and labor relations, making up 7.7% and 7.3% of individuals employed in those



jobs. Median earnings were $26,000 and $30,000, respectively. These are among the lowest median earnings within executive, administrative, and managerial occupations.

Professional Specialty Occupations

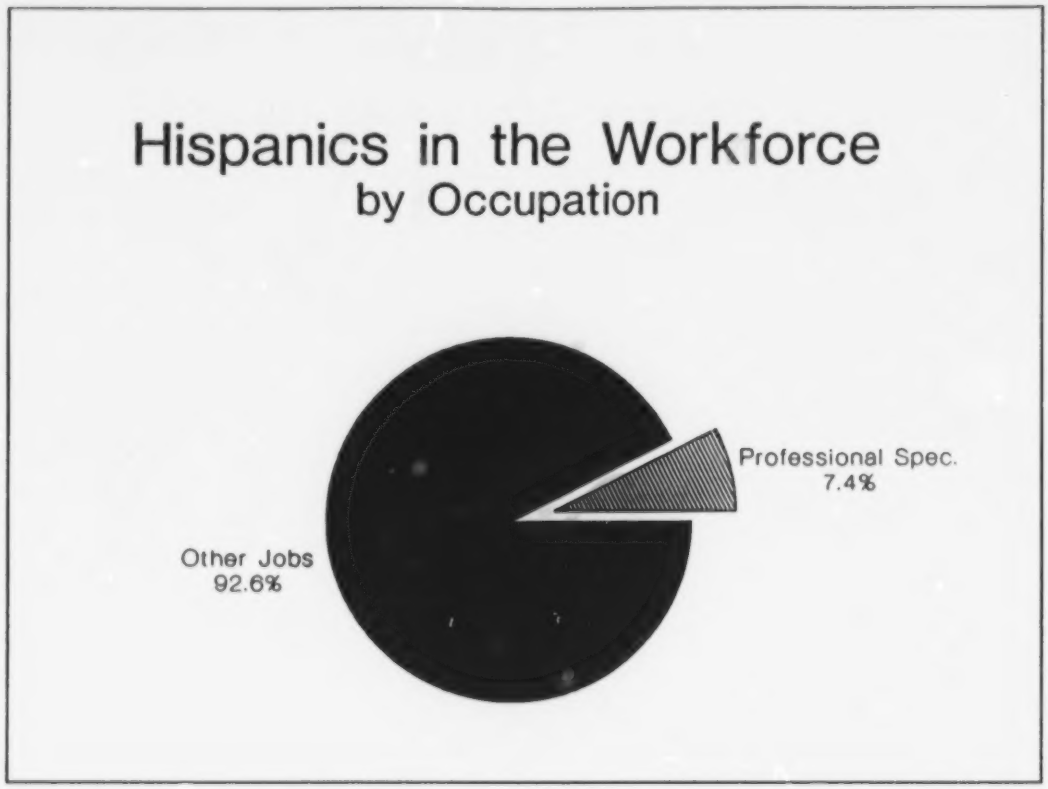
- *Hispanics are often entirely absent from many professional specialty occupations.*



This category includes a wide range of occupations, from engineers, architects, attorneys, and judges to social workers, teachers, and physicians. Much of the growth in this area is likely to occur in the occupations relating to medicine.

The number of workers in professional specialty occupations is expected to increase by 32% from 1990-2005. The addition of 5.1 million jobs in this category -- an increase from 12.9% of total employment in 1990 to 14.2% in 2005 -- is exceeded only by the increase in jobs for service workers.

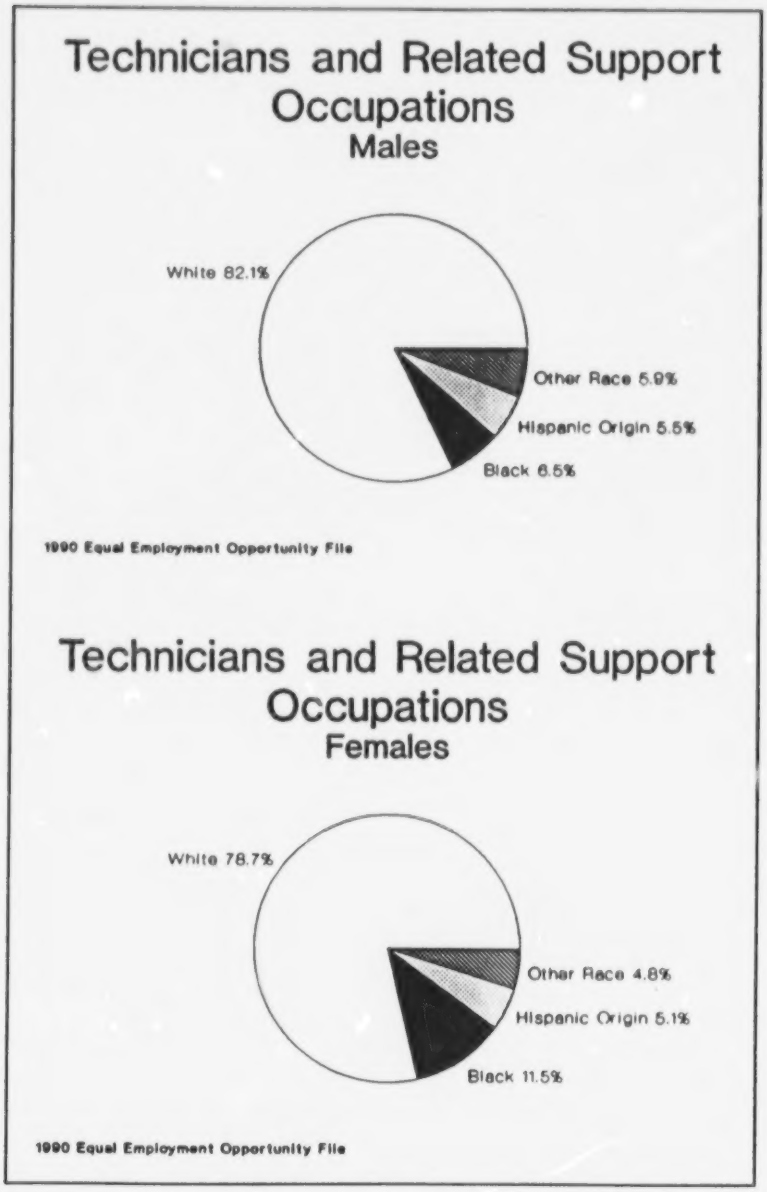
According to the Equal Employment Opportunity File, there are only a few professional specialty occupations in which Hispanic participation exceeded 4% - 5% of individuals holding these jobs in 1990. Among them were: architects (5.0% for males, 5.4% for females), registered nurses (5.6% for males, 2.7% for females), dieticians (8.6% for males, 4.3% for females), occupational therapists (7.9% for males, 2.6% for females), physicians' assistants (6.7% for males, 5.7% for females), kindergarten teachers (7.0% for males, 5.8% for females), and social workers (8.0% for males, 6.3% for females).



As for the remainder of the occupations in this large category, Hispanics are often almost entirely absent. For example, Hispanic males make up only 2.8% of all natural scientists; Hispanic females fare slightly better, at 3.7%. Hispanics are severely underrepresented in postsecondary teaching positions. The Equal Employment Opportunity Survey found no Hispanic males in postsecondary natural science teaching positions. Other teaching positions where Hispanic males are not equally represented include biological science (2.5%), chemistry (1.4%), physics (1.5%), and English (2.5%). In the female workforce, Hispanic females make up 1.6% of medical science teachers, 2.1% of mathematical science teachers, 0.7% of sociology teachers, and 2.1% of engineering teachers. Finally, Hispanics are considerably underrepresented as lawyers (2.2% for males and 3.4% for females) and judges (3.2% for males and 4.0% for females).

Technicians and Related Support Occupations

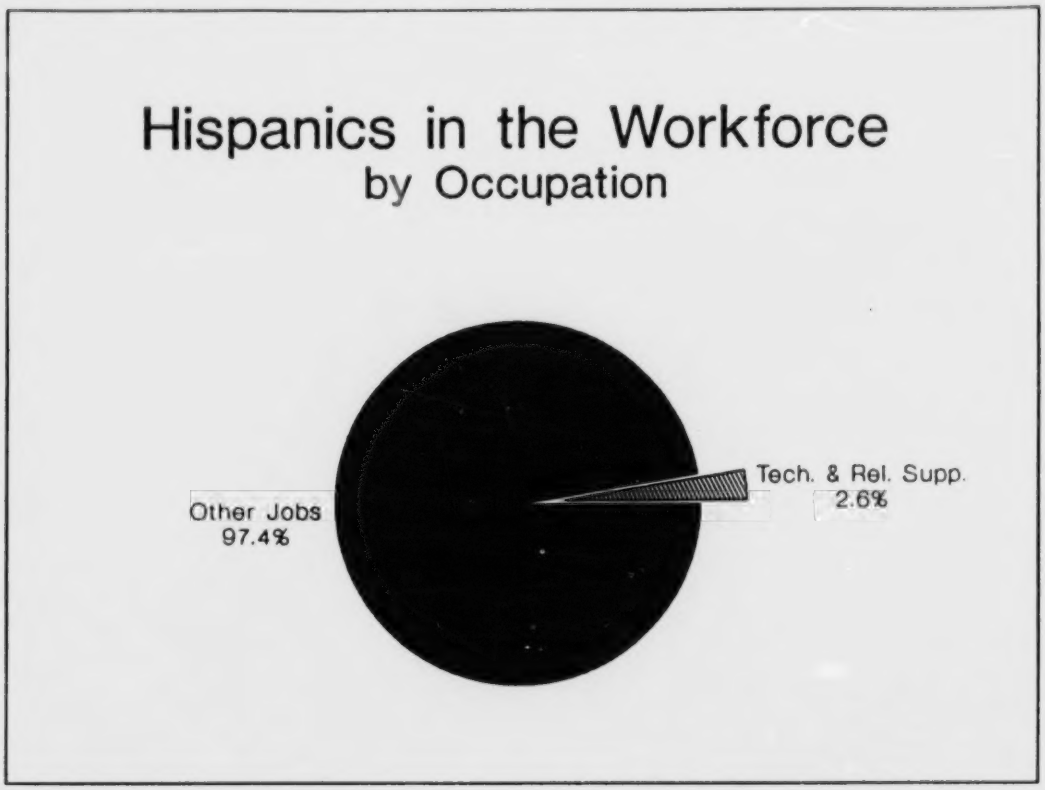
- ***While Hispanic males were well represented in health-related technician occupations in 1990, the number of these positions may decline in the near future.***



Employment in the technicians and related support occupational group is projected to grow by 37%, more rapidly than any other major occupational group. In the previous 15-year period, 1975-1990, this group was also among the fastest growing major occupational groups. The majority of jobs for technicians are expected to be in the large and rapidly growing health services industries.

With the changes caused by health care reform, however, growth patterns may be altered considerably. While there may be greater need for nurses, as attention focuses on preventive medicine outside of hospitals, the need for hospital support staff, including technicians, may decline.

Other industries that are expected to have rapid increases in numbers of technicians by 2005 are engineering and management services.

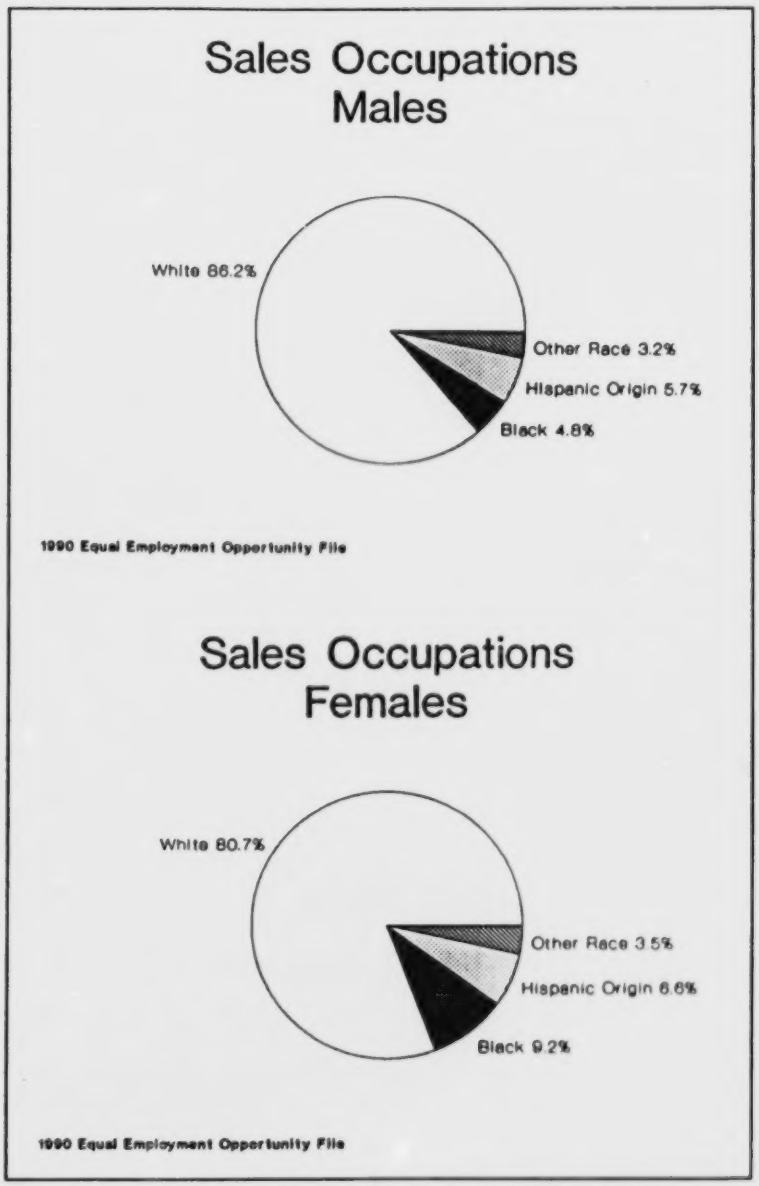


In health-related occupations in 1990, Hispanic males made up 8.1% of clinical laboratory technicians, 9.2% of dental hygienists, 7.2% of health record technologists, 10.7% of radiologic technicians, and 9.2% of licensed practical nurses. Hispanic females represented only 5.0% of females in the same occupations.

Hispanic representation in non-health technician positions is not as robust; Hispanic males make up 4.3% of industrial engineering technicians, 4.5% of air traffic controllers, and 3.4% of computer programmers, for example.

Sales Occupations

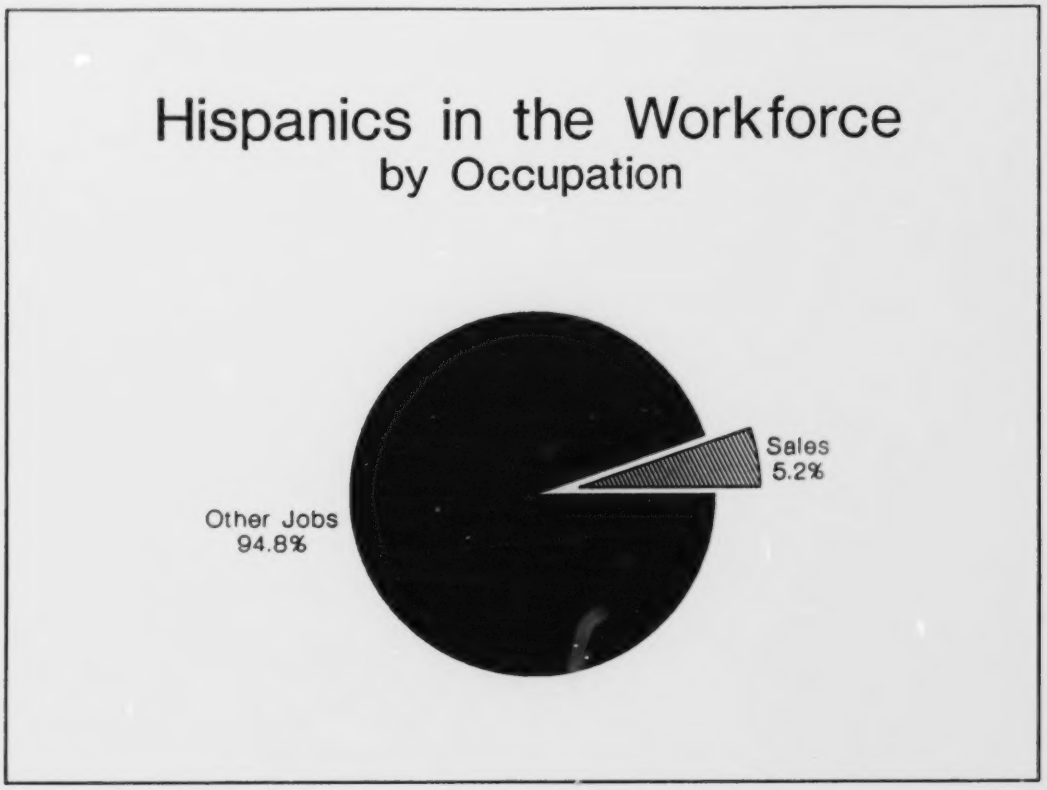
- *Hispanics are most likely to be in personal and retail services within sales.*



Employment of marketing and sales workers is projected to grow by 24% from 1990 to 2005 -- very near the average economy-wide growth rate of 20% -- and to increase by 3.4 million jobs. These workers are highly concentrated in wholesale and retail trade. The projected growth in this category is somewhat slower than in the preceding 15 years, evidence of a slowing economy.

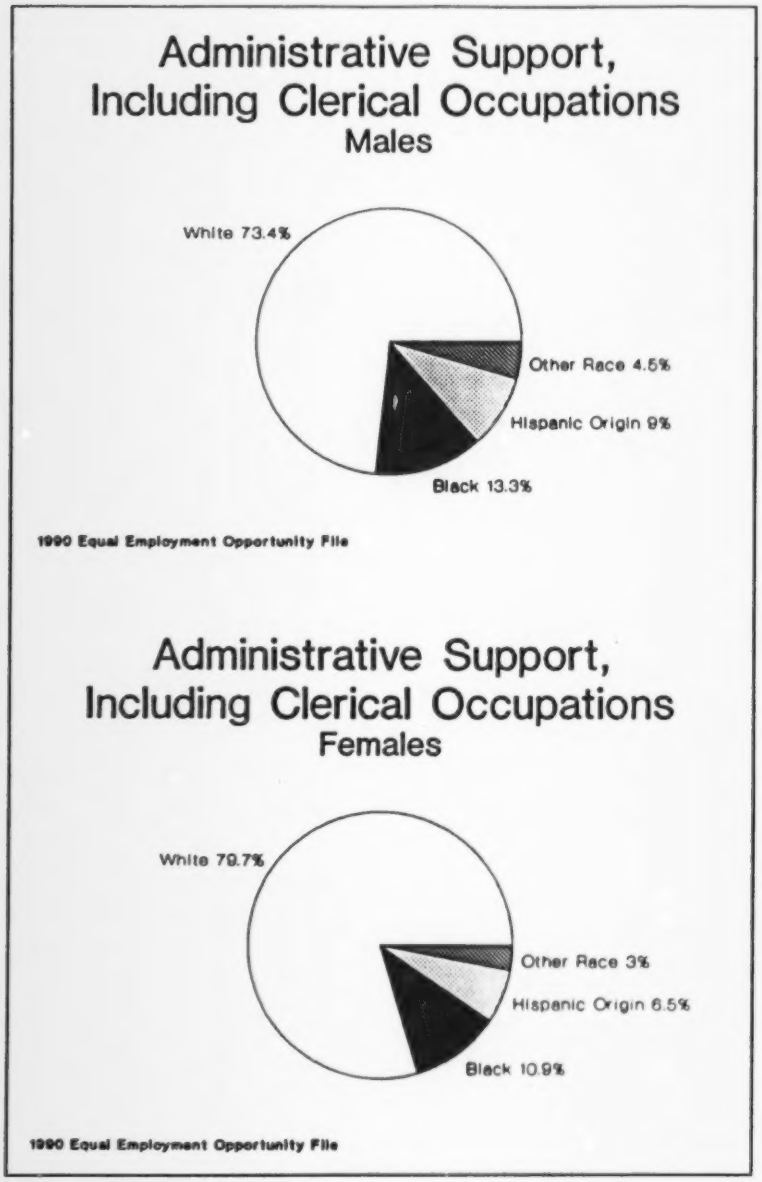
Within this occupational category, Hispanics are underrepresented in supervisor and proprietor positions. Hispanic males were 5.4% and Hispanic females were 5.1% of supervisors and proprietors in 1990.

Under the subcategory of sales representatives in finance and business services, an area which shows robust growth, Hispanic males make up only 3.6% of the workforce and Hispanic females 4.1%.



Hispanics are concentrated in retail and personal services -- jobs which generally pay the minimum wage. Hispanic males made up 10.1% of apparel sales workers, 12.9% of shoes sales workers, and 11.6% of cashiers, for example. Hispanic females were 8.0%, 8.1%, and 8.8% of those jobs, respectively.

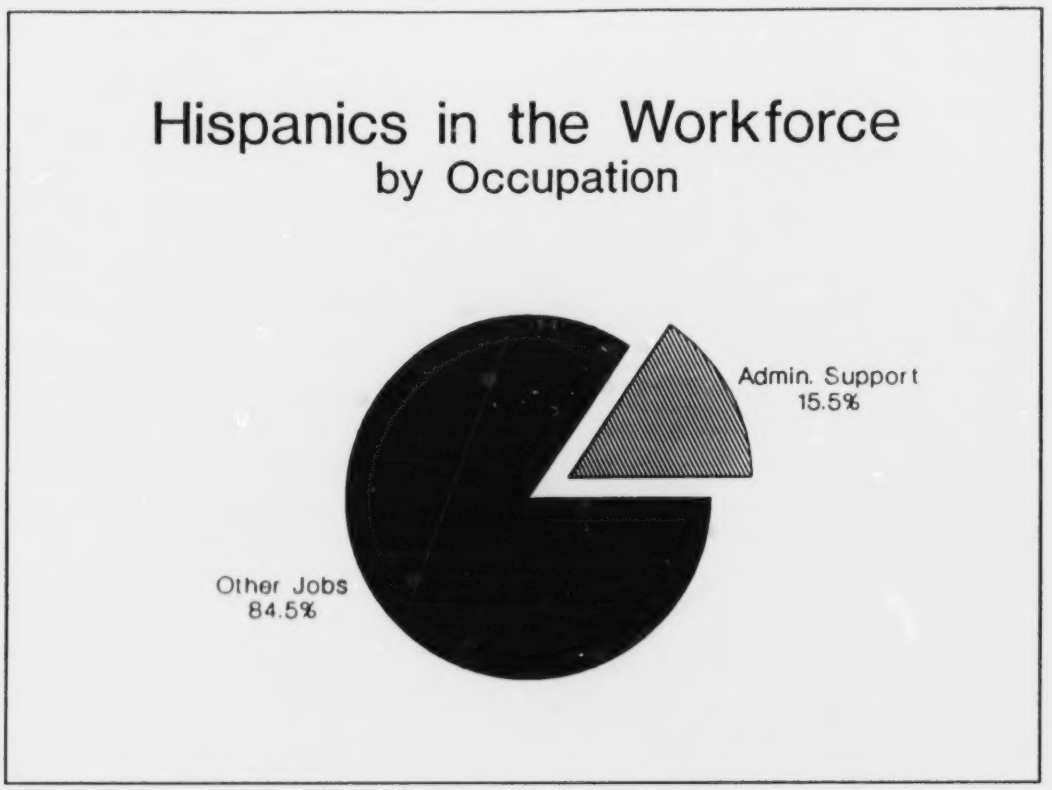
Administrative Support, Including Clerical Occupations



Administrative support occupations are projected to increase by just 13% from 1990 to 2005. This slow rate of growth is partly evidence of office automation and other technological changes, and partly again a reflection of a slower economy overall.

Hispanics are underrepresented in this category, and are likely to be in the lowest-paying positions.

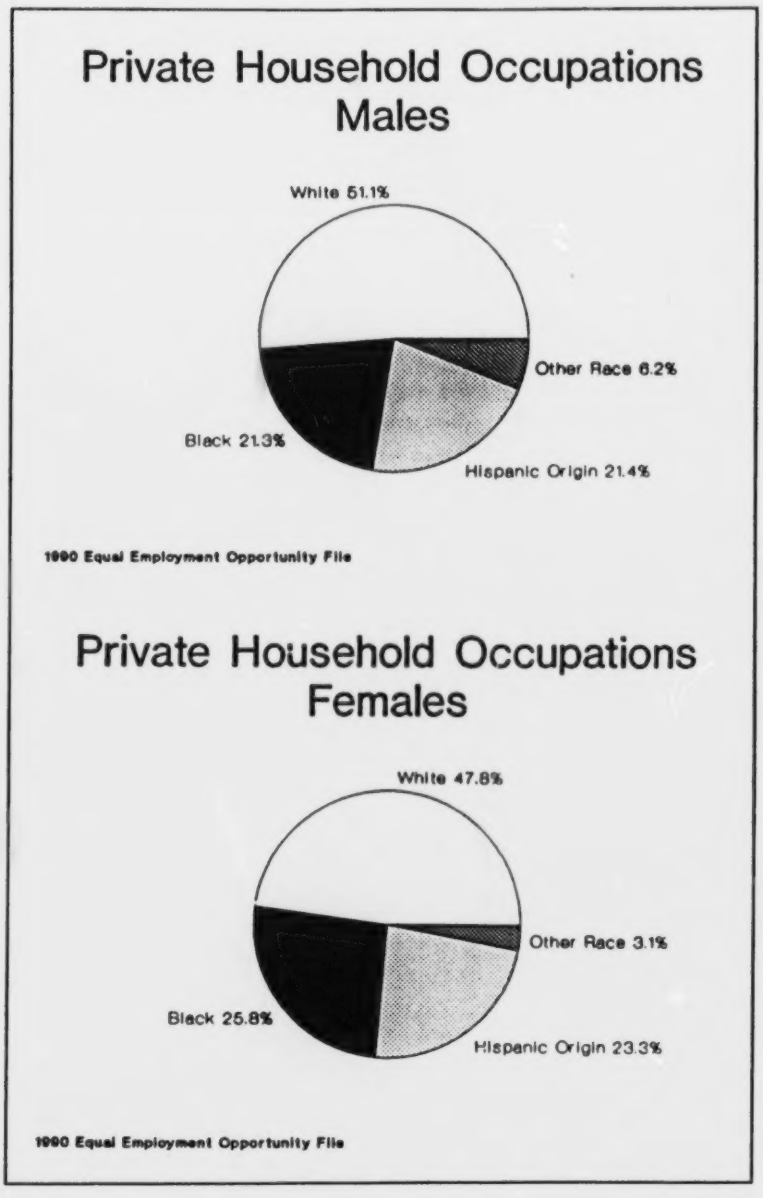
In 1990, Hispanic males occupied 7.8% of supervisor positions in this occupational field; Hispanic females filled 6.1% of these positions. Hispanics were more likely to be typists (10.2% for males, 7.0% for females) and secretaries (8.0% for males, 5.5% for females), and were underrepresented as stenographers (3.4% for males, 4.1% for females).



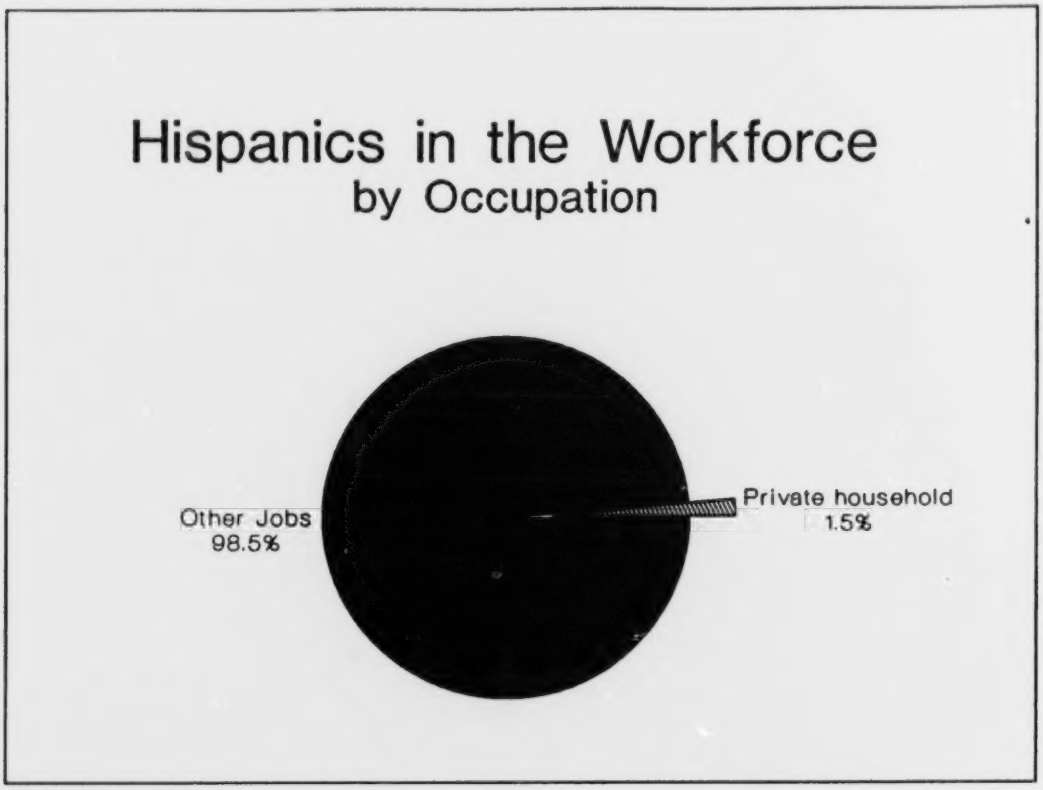
The average annual salary for typists in 1990 was $16,000; secretaries earned an average of $24,000, though this varied widely depending on experience, skills, and geographic location.

Private Household Occupations

- ***Hispanics make up a large number of individuals holding jobs in this small, low-wage category.***



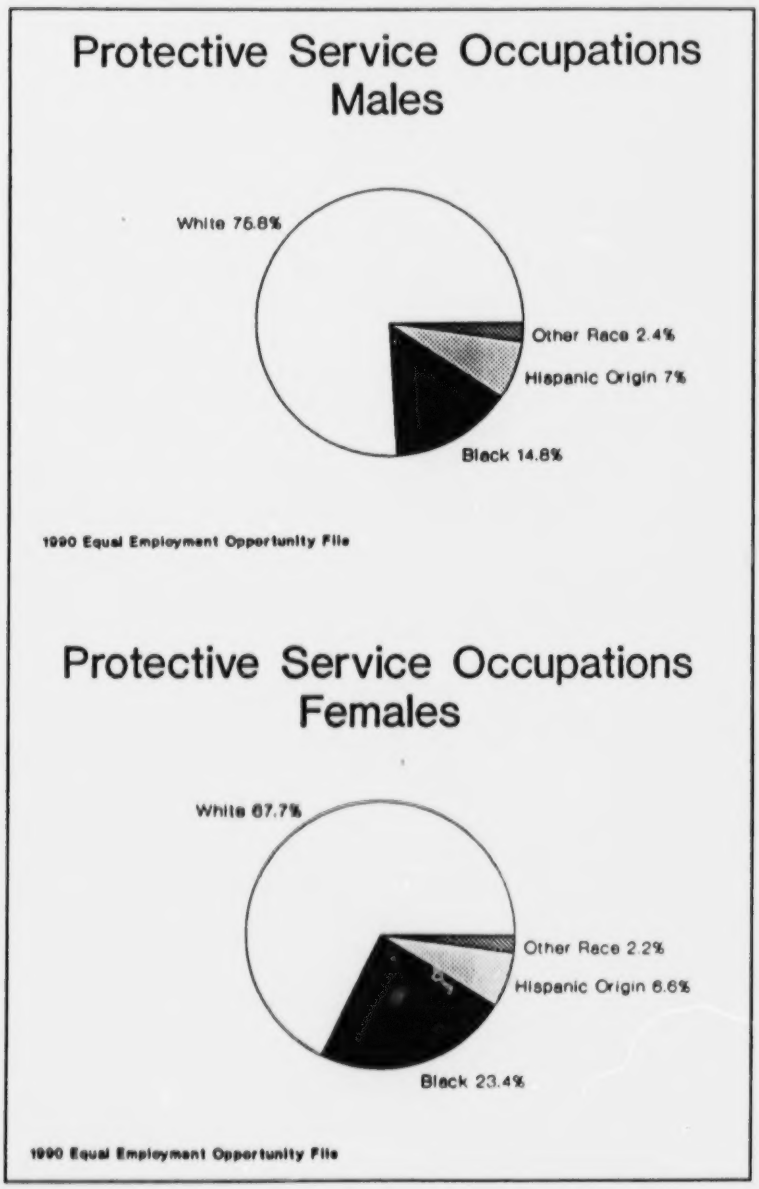
The private household workers occupational group is expected to experience an absolute decline in jobs, with a decrease of 29%. Nearly two in three private household workers work part-time, or less than 35 hours a week. Earnings vary from $10 an hour or more in a big city to less than the federal minimum wage in some areas. Some domestic workers are not covered by minimum wage laws and benefits are usually nonexistent. In 1990, median earnings for full-time private household workers were about $172 a week. The middle 50% earned from about $110 to $226 a week. The median for cleaners was about $190 and for childcare workers, about $132 a week.



One in five jobs in this category were held by Hispanics in 1990. Hispanics were less likely to be employed as cooks (9.4% for males, 13.2% for females), launderers (12.7% for males, 13.9% for females), and child care workers (13.2% for males, 14.4% for females). They held considerably more of the private household cleaners and servants positions (23.7% for males, 26.9% for females), and were also more likely to be housekeepers and butlers (22.3% for males, 33.4% for females).

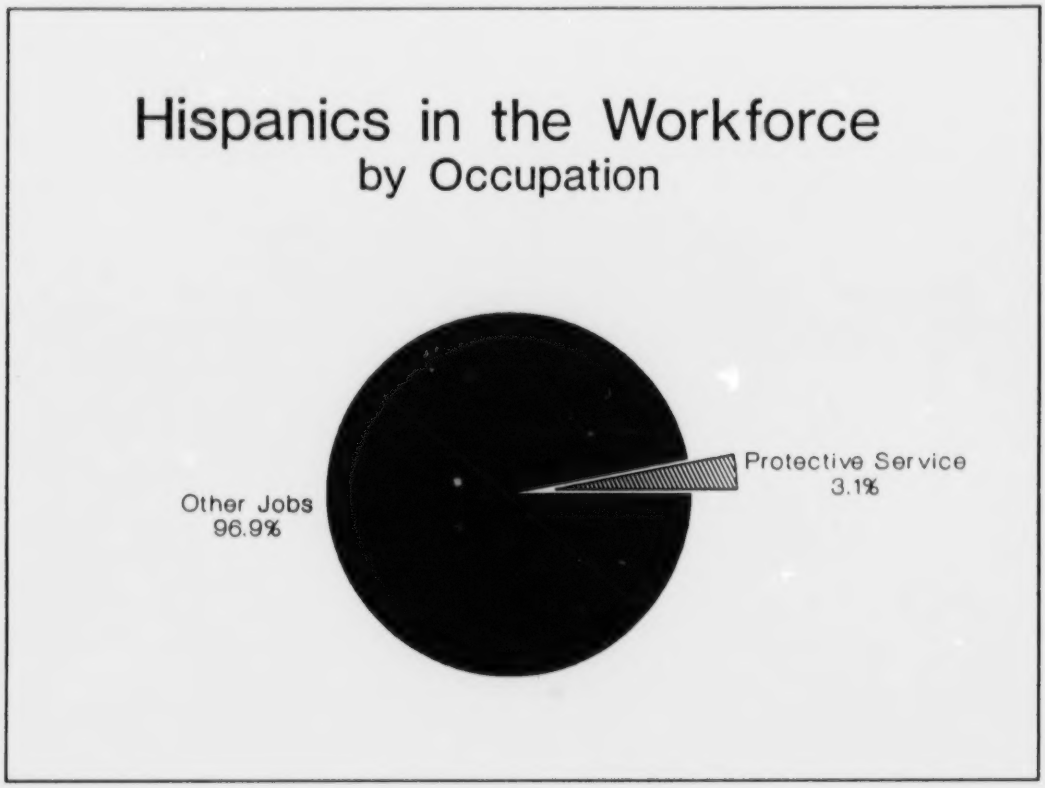
Protective Service Occupations

- *Hispanics are likely to benefit from the growth in the protective service industry.*



One of the fastest growing occupational groups, this group is expected to see a 32% increase between 1990 and 2005.

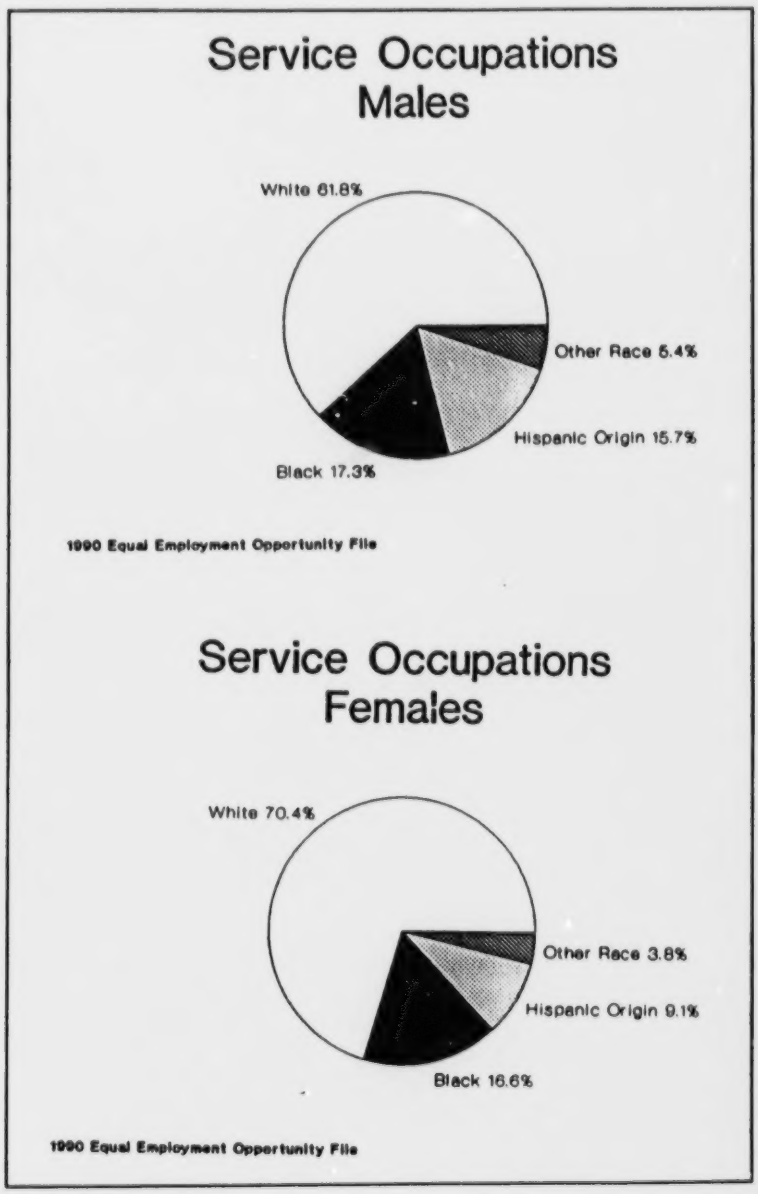
Among supervisory positions, Hispanics were most likely to be guard supervisors (6.8% for males, 7.3% for females). Hispanic males were 6.4% of police and detectives; Hispanic females were 7.2% of females in this occupational category. Both Hispanic males and females made up a larger part of guard occupations than any other protective service occupation, holding 8.8% and 7.5% of private guard positions, respectively. Employment of guards is expected to grow faster than the average for all occupations.



According to the *Occupational Outlook Handbook*, guards working in 23 urban areas averaged an estimated $6.28 an hour in 1990. They are likely to receive benefits, particularly if they are unionized; many guards are represented by the United Plant Guard Workers of America.

Service Occupations

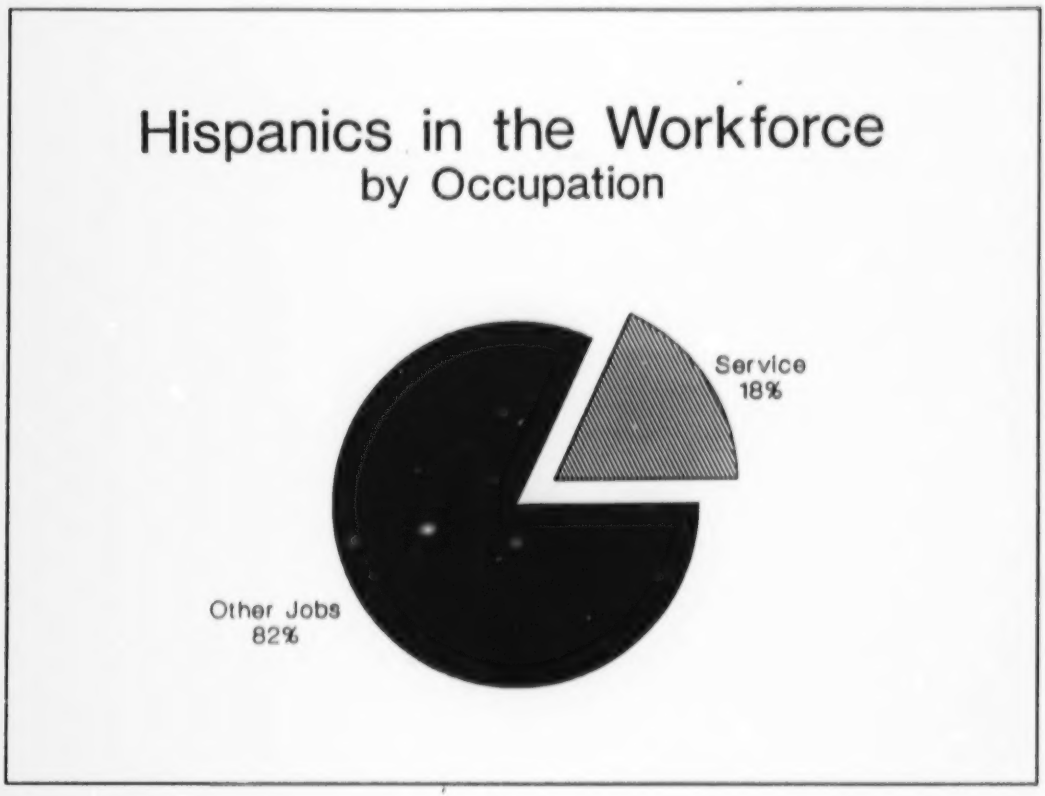
- ***Hispanic males are much more likely than Hispanic females to hold service jobs. They are both more likely to have jobs in the food preparation and cleaning industries, and less likely to work in health services.***



Service-producing industries, as in the past, are expected to account for a sizable share of the projected employment growth. Almost all of the 23.3 million increase in nonfarm wage and salary jobs is projected to occur in the service-producing sector of the economy.

Health services are expected to be one of the fastest-growing occupation categories. Employment in home health care, for example, is projected to more than double. While Hispanic males were 8.4% of health aides and 9.5% of nursing aides, Hispanic females were less well represented in those occupations, at 6.0% and 7.6%, respectively.

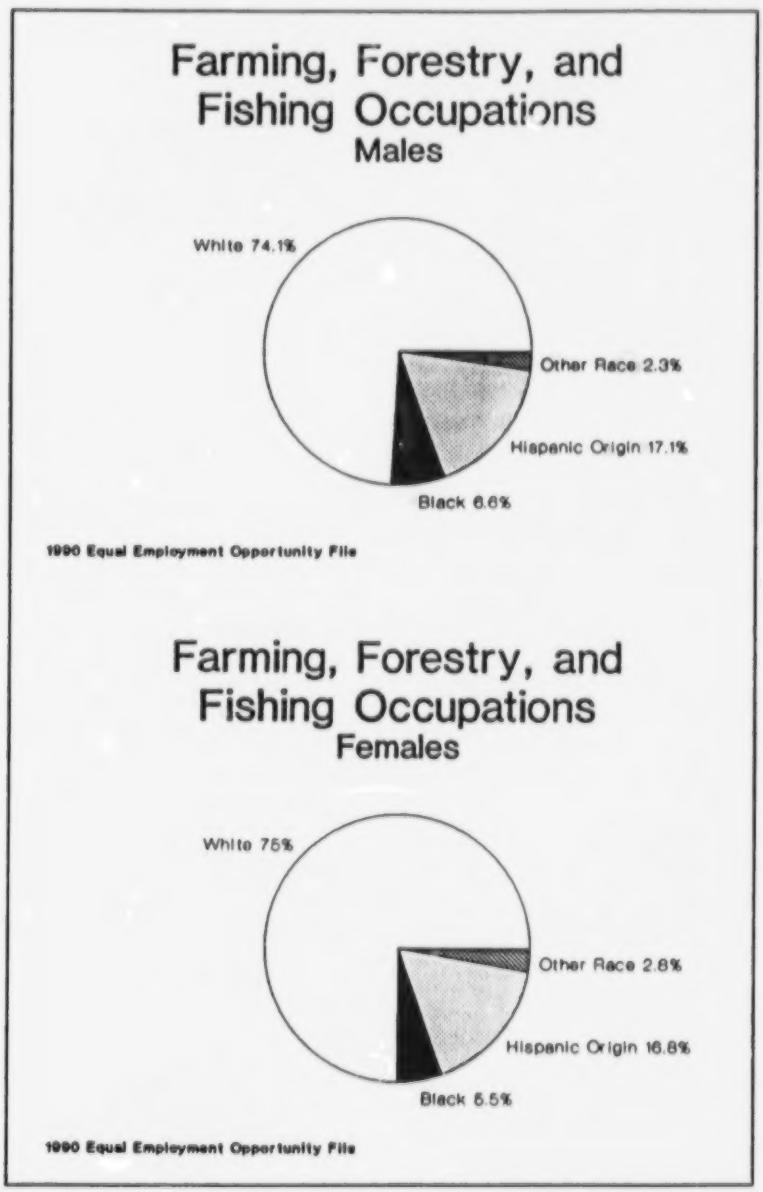
In 1990, Hispanics were much more likely to be in food preparation and service, cleaning and building service, and personal service occupations. For example, one in four (24.9%) waiters'/waitresses' assistants were Hispanic males; 9.4% of women holding these positions were Hispanic. Other occupations in which Hispanics are overrepresented include:



waiters/waitresses (16.7% for males, 5.8% for females), cooks (17.6% for males, 8.8% for females), maids and housemen (22.1% for males, 22.1% for females), elevator operators (22.9% for males, 8.0% for females), and public transportation attendants (12.0% for males, 4.2% for females). These jobs typically pay the minimum wage.

Farming, Forestry, and Fishing Occupations

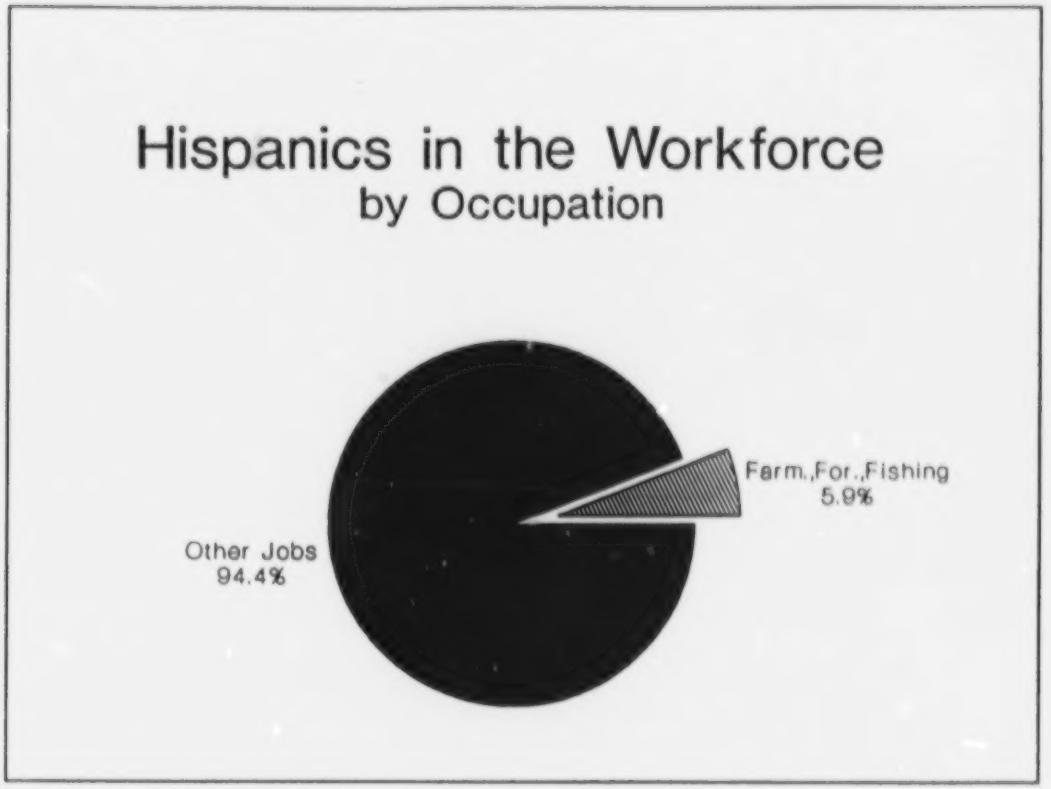
- ***Hispanics are especially overrepresented in this category -- one-third of farmworker jobs were held by Hispanics.***



Farming, forestry, fishing, and related occupations are expected to reverse their earlier decline in employment of about 10% from 1975 to 1990 and to grow, but only by 5% through the year 2005.

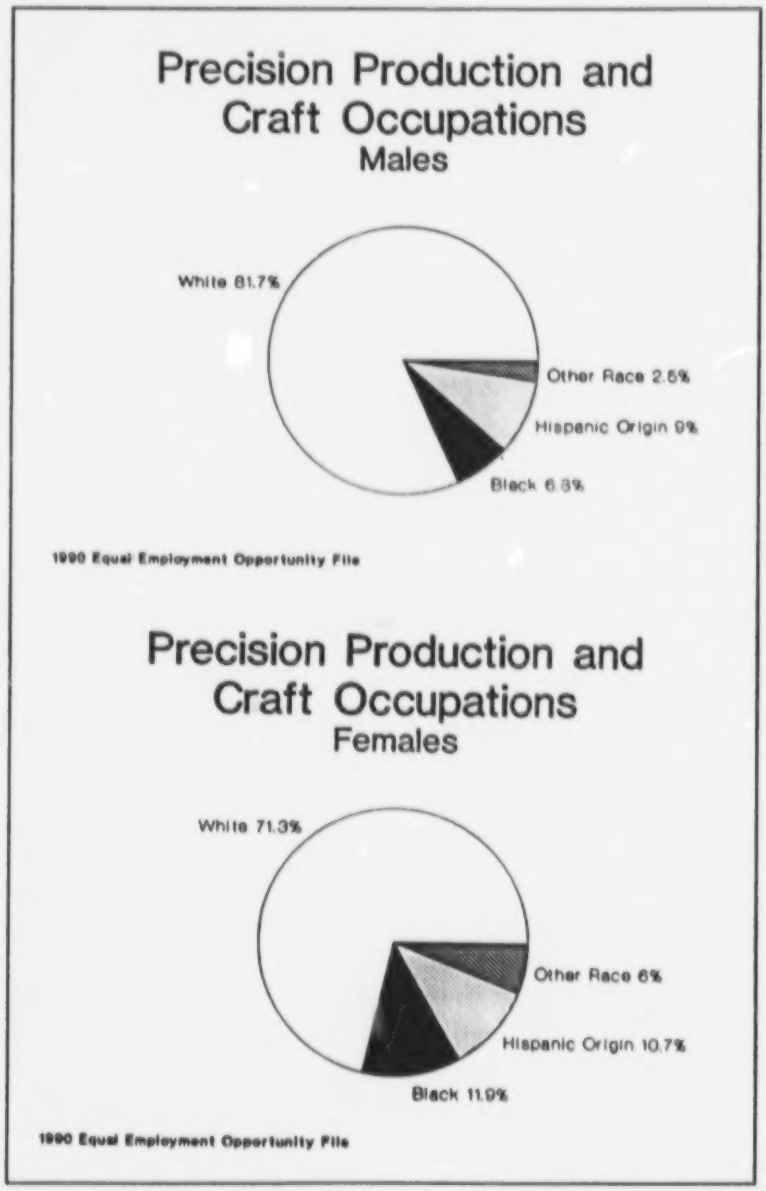
Although Hispanics made up only 1.7% of male farmers and 1.6% of female farmers in 1990, Hispanic males were 34.0% and Hispanic females were 30.3%, of farmworkers. Hispanic males were 41.4% of nursery workers; Hispanic females were 13.7%.

Employment in this field is generally seasonal, and workers are unlikely to be eligible for unemployment insurance in the off-season. These jobs are low-paid and are unlikely to provide benefits.


Hispanics in the Workforce
by Occupation
Farm.,For.,Fishing
5.9%
Other Jobs
94.4%

Precision Production and Craft Occupations

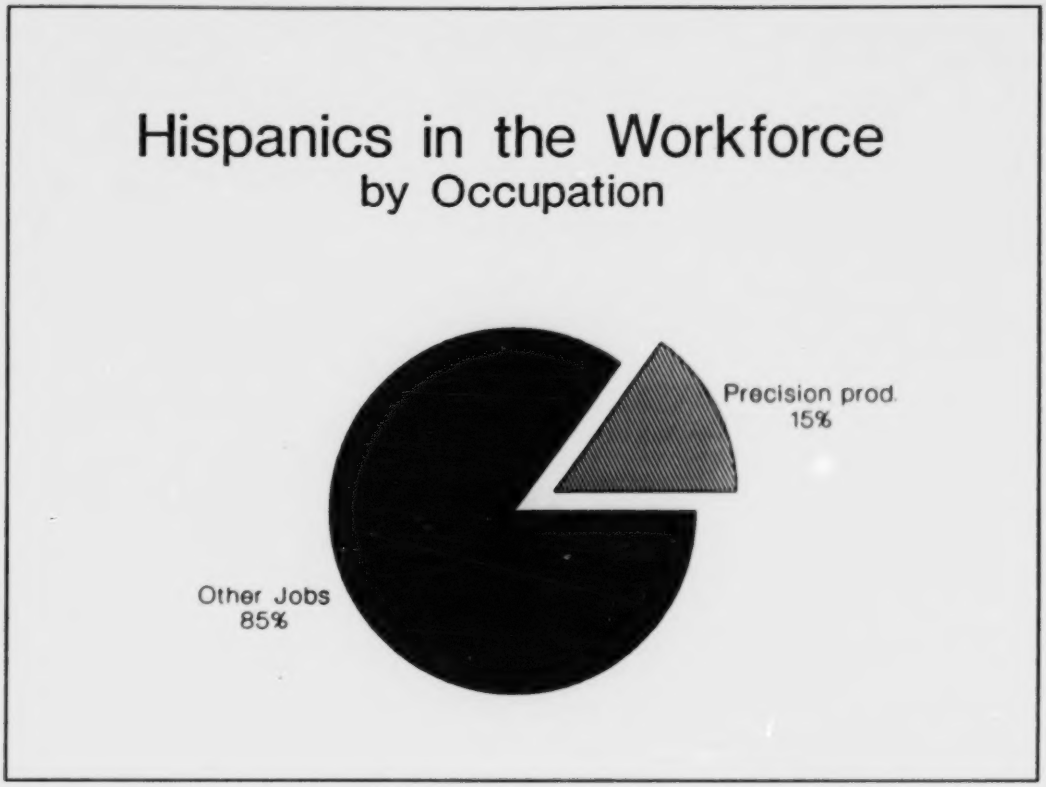
- ***Both Hispanic men and women are overrepresented in this category compared to their participation in the labor force. While the salaries are often above minimum wage, construction jobs, already seasonal, will see a serious decline overall in the future.***



Precision production, craft, and repair occupations are projected to grow more slowly than the average from 1990 to 2005, at a rate of 13%. Construction trades, a subcategory found here, is one sector in which the rate of employment growth is expected to be less than one-half its rate of growth over the previous 15 years.

In the subcategory of mechanics and repairers, fewer than one in 20 supervisors (4.7%) were Hispanic males. Hispanic males were overrepresented as automobile body and related repairers (12.6%); Hispanic females were one in five (19.6%) females in farm equipment mechanic occupations.

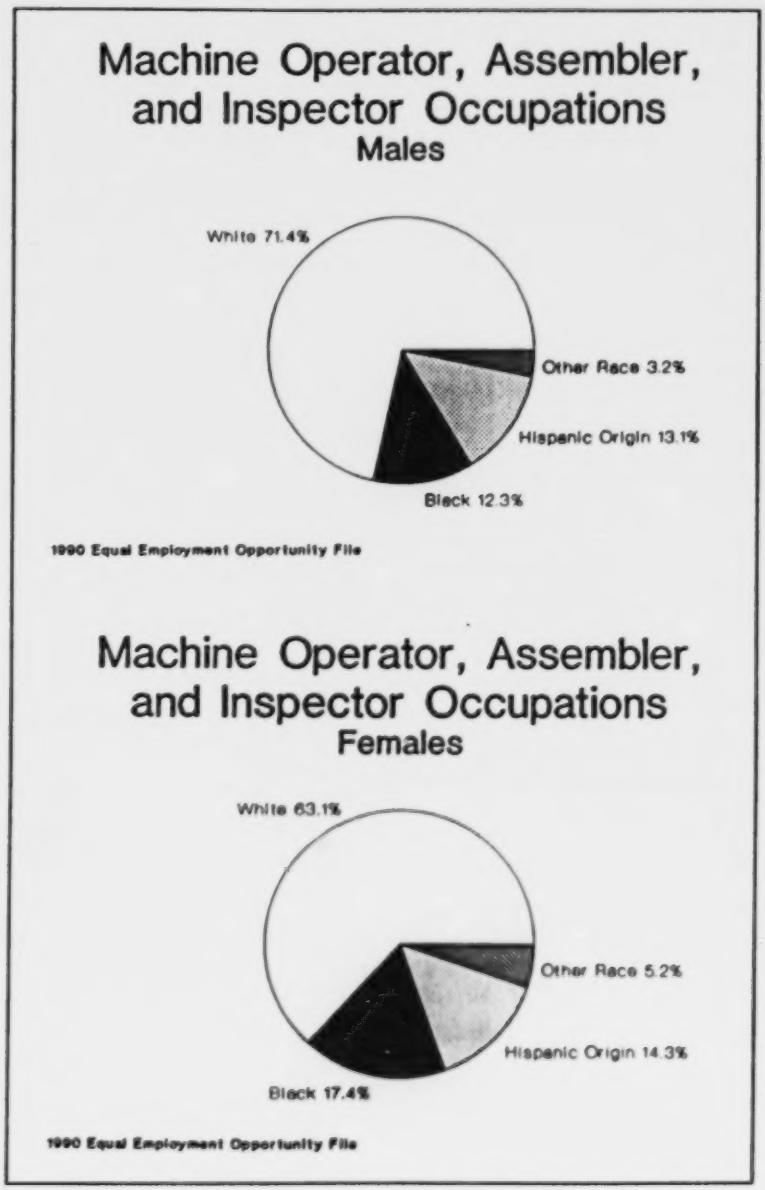
In precision construction trades, Hispanics were overrepresented almost without exception. Hispanic males were overrepresented, for example, as brickmasons (10.5%), tile setters (16.6%), carpet installers (12.2%), painters (16.2%), concrete finishers (18.7%), and



insulation workers (15.7%). Hispanic women were a considerable part of the following occupations: plasterers (20.0%), tile setters (16.3%), carpet installers (10.0%), drywall installers (11.8%) and concrete finishers (22.5%). Earnings in these positions averaged about $400 per week.

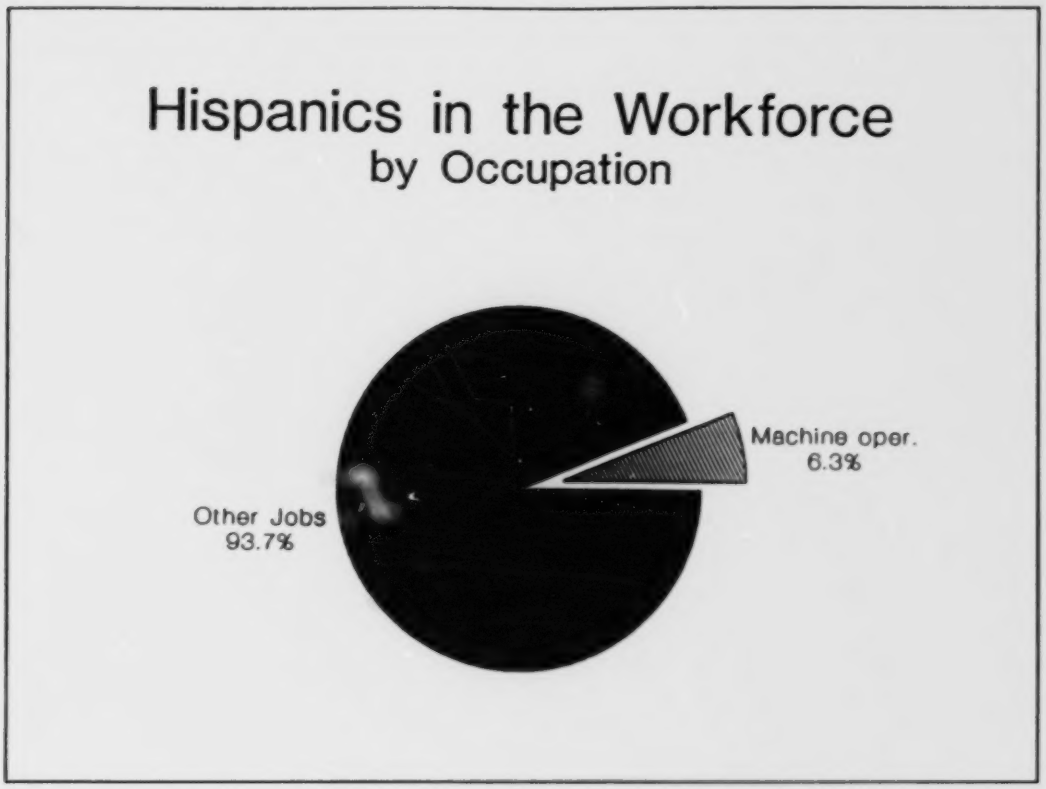
Machine Operator, Assembler, and Inspector Occupations

- ***Individuals currently employed in this field face serious risk of displacement in the next several years. This includes one in sixteen Hispanic workers.***



Machine operators, assemblers, and laborers are expected to see a 9% decline in the number of jobs created from 1990-2005, compared to the previous 15-year time period. Workers in this group are concentrated in the declining manufacturing sector and are susceptible to job losses resulting from changes in technology and production processes. For example, the demand for machinists will be constrained by improvements in metalworking technology, and the increased use of plastics, ceramics, and composites.

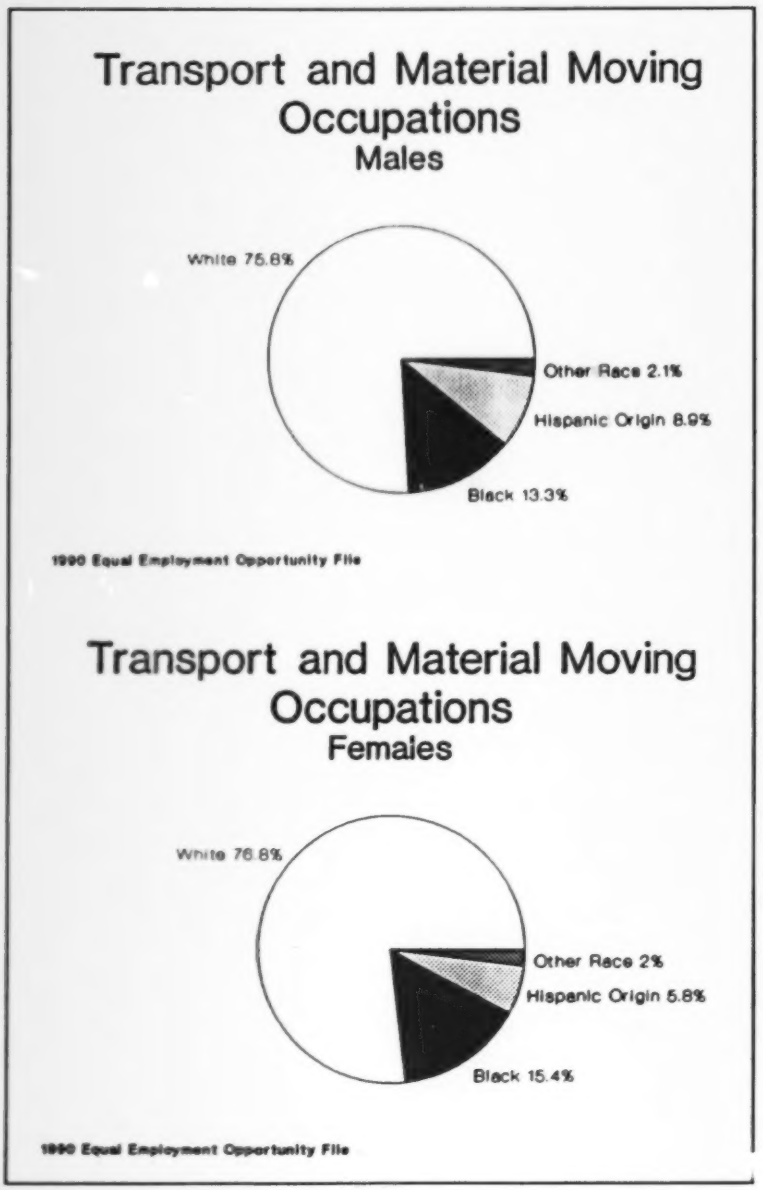
Hispanic males are not overly concentrated in any single job in this category. In 1990, their participation ranged from 6.0% of drilling and boring machine operators to 14.2% of fabricating machine operators. Hispanic females were overrepresented in positions such as textile sewing machine operators (17.9%), pressing machine operators (16.7%), and laundering and dry cleaning machine operators (16.0%).



In 1990, median weekly earnings for machinists were about $486; median earnings for assemblers were between $232 and $386, and median earnings for inspectors was higher, at $627 per week.

Transportation and Material Moving Occupations

- ***Hispanics occupy many of the lower-paying jobs in this category and are more likely to be underrepresented in higher-paying occupations.***



The transportation and material moving occupations will experience significant growth. Trucking is projected to add 410,000 jobs and air transportation 276,000 jobs, together accounting for four of five additional jobs in transportation industries.

In 1990, Hispanic males made up 20.7% of parking lot attendants, 15.1% of taxicab drivers and chauffeurs, 8.8% of truck drivers, and 8.3% of bus drivers. In material moving equipment operator jobs, Hispanic males made up 12.4% of hoist and winch operators, but were otherwise underrepresented in higher-paying occupations.

Median weekly earnings for bus drivers was $370. Truck drivers are paid by the hour and earned a weekly average of $482. Material moving occupation weekly salaries ranged from $400 for hoist and winch operators to $480 for crane and tower operators.

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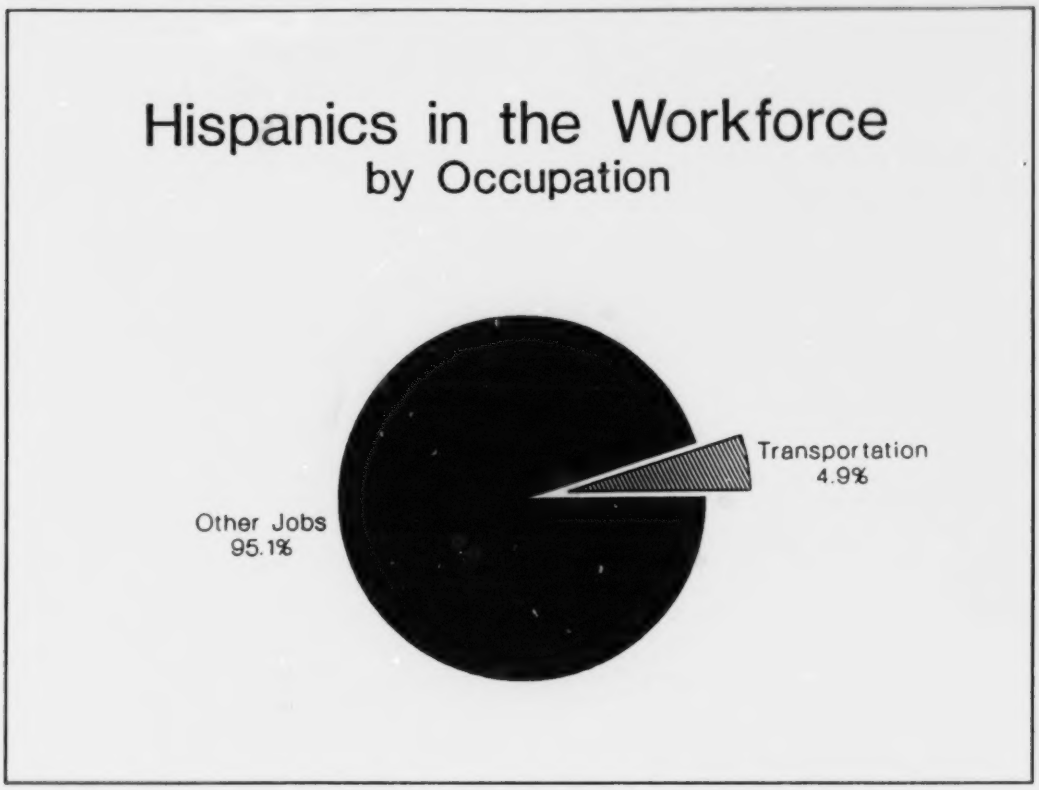
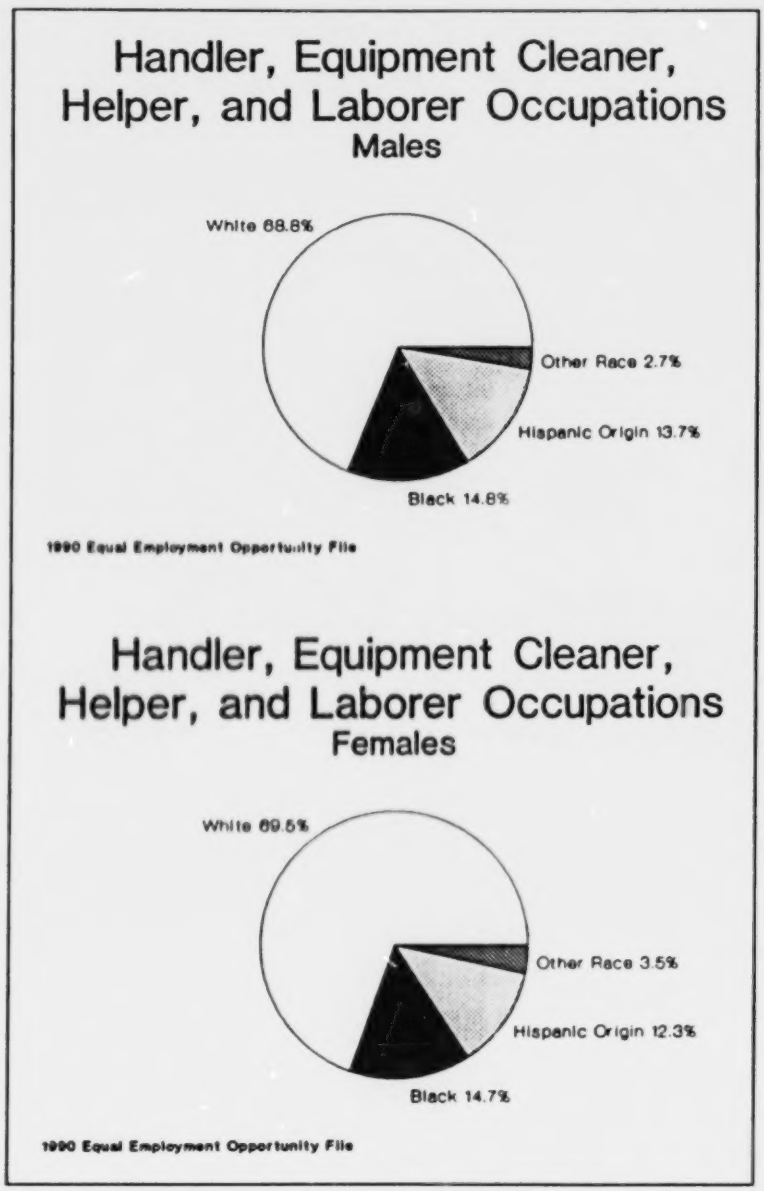


Among women, Hispanic females held 11.3% of parking lot attendant, 9.3% of taxicab driver and chauffeur, and 4.2% of bus driver positions. In material moving equipment operator positions, Hispanic females were 9.4% of operating engineers, 5.9% of crane and tower operators, and 5.0% of excavating and loading machine operators.

Handler, Equipment Cleaner, Helper, and Laborer Occupations

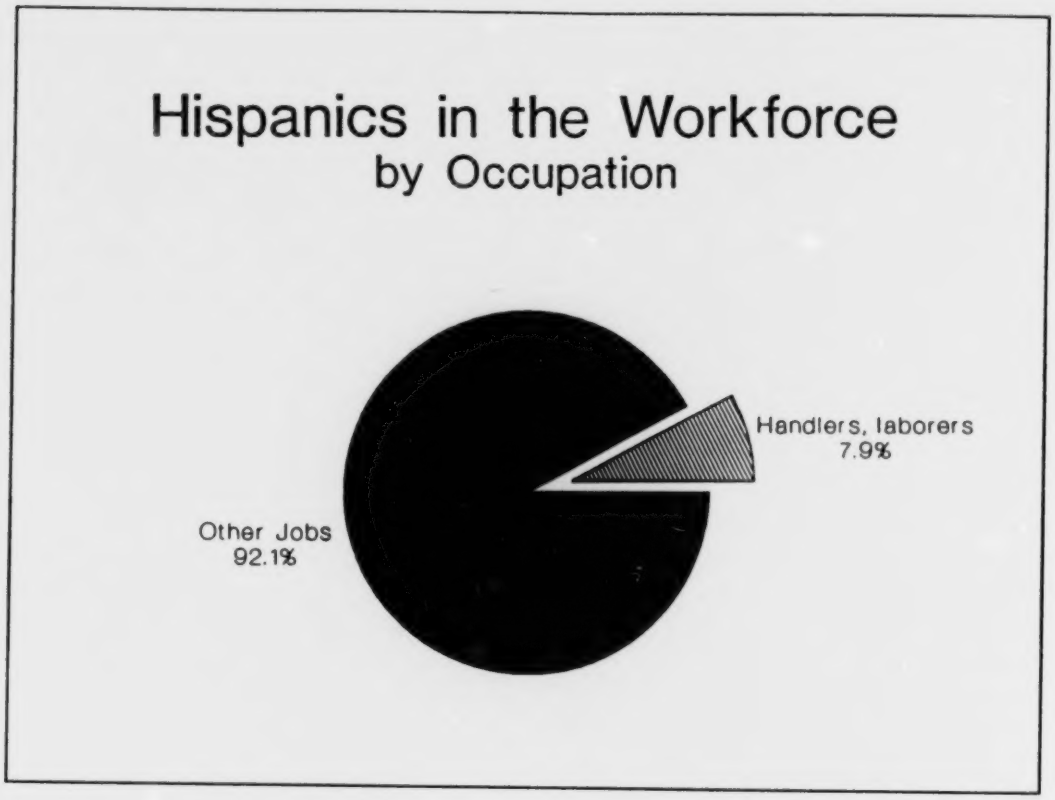
- ***One in twelve Hispanics are employed in this field, which is low-paying and will see a decline in the future.***



This occupational category will experience weak growth as a result of its concentration in the declining manufacturing sector and susceptibility to job losses resulting from changes in technology and production processes, and cost-cutting measures.

Hispanics were consistently overrepresented in these occupations, which include mechanic helpers (20.3% for males, 12.9% for females), construction laborers (17.0% for males, 11.6% for females), and manufacturing laborers (14.8% for males, 14.3% for females).

Median weekly earnings in this category in 1990 were about $300.


Hispanics in the Workforce
by Occupation
Handlers, laborers
7.9%
Other Jobs
92.1%

Conclusion

Based on this "snapshot" of Hispanics in the labor force, several observations can be made.

- **Hispanics are overrepresented in low-wage jobs.** It is striking that Hispanics are more likely to be in jobs that have low or negative growth rates and, often in combination, have low wages and benefit levels.

- **Hispanics are underrepresented in high-wage jobs.** Hispanics are less likely to be in occupation fields which are experiencing high growth or which offer high wages. It is more likely that while they may be in high growth categories, they tend to work in low-wage jobs.

- **Hispanic women are heavily concentrated in "pink collar" jobs.** One-quarter of all Hispanic women are in administrative support occupations, one-fifth are in service occupations, and one-tenth are in sales occupations -- most are in low-paying jobs and very few are supervisors. It is clear that women who are Hispanic face serious obstacles to success in the labor force.

- **Hispanics are likely to face high rates of displacement in the near future.** Many Hispanics are in slow- or declining-growth industries such as manufacturing, agriculture, and construction. Government surveys from the early 1980s found that Hispanics faced the highest risk of losing their jobs with a downturn in the economy -- based on their occupations in 1990, it is likely that Hispanics are still the most likely group to be displaced.

- **A "glass ceiling" apparently impedes the progress of many Hispanics.** Across the board, Hispanics are much less likely to hold supervisory positions and more likely to be at the bottom of the career ladder.

The implications of the data are disturbing: Hispanics are concentrated in "bad", disappearing jobs, are underrepresented in "good" jobs which are experiencing high growth. This suggests that the disproportionately high poverty and unemployment rates among Latino workers and families may not improve. In addition, the educational attainment gap between Hispanics and Whites continues to be very wide, with little apparent prospect for dramatic short-term improvements. As a result, Hispanics are likely to be relegated to a "second-class" occupational and socioeconomic status, with profound consequences for the community. Given recent projections of a significant increase in both the Hispanic population and Hispanics in the labor force, the consequences are of concern to society as a whole, especially to those cities and states where significant Hispanic populations live. It is clear that policy intervention is needed to address the long-term issue of education. Over the short-to-medium term, however, employment and training policies and programs need to be more responsive to the training needs of both displaced workers as well as new labor force

entrants. In this manner, employment policies and programs could significantly contribute to improved socioeconomic status for Hispanics and the nation as a whole.

Mexicans comprise the largest proportion of the Hispanic population (63.6%).

EDUCATIONAL ATTAINMENT

- **Mexicans are one of the most undereducated racial/ethnic groups in the country and the least educated of all Hispanic subgroups.** Of all Mexicans 25 years old and over, less than half completed high school (45.2%) compared to 81.5% of non-Hispanics, 60.5% of Puerto Ricans, 62.0% of Cubans, and 61.7% of Central and South Americans.

- **Young adult Mexicans are especially undereducated.** The proportion of young adult Mexicans (25 to 34 years old) who have completed four years of high school or more (51.7%) is smaller than any other Hispanic subgroups; seven in ten young Puerto Ricans (70.2%), almost four-fifths of young Cubans (78.4%), and almost two-thirds of young Central and South Americans (63.3%) have completed high school.

- **The gap between college completion rates of Mexicans and non-Hispanics is especially large.** Approximately one in 14 Mexicans (7.4%) has completed four years of college or more, compared to one in four non-Hispanics (22.3%) and almost one in ten Hispanics (9.3%).

LABOR FORCE STATUS

- **Mexican men have among the highest labor force participation rates of all Hispanic subgroups; the labor force participation rate of Mexican men is higher than that of non-Hispanic men.** Four of every five Mexican men is participating in the labor force (80.5%) -- a proportion higher than that of all Hispanic men (79.6%) and of non-Hispanic men (74.3%). Among Hispanic subgroups, Central and South American men have a higher labor force participation rate than Mexican men (86.0%).

- **The labor force participation rate of Mexican women is slightly lower than that of all Hispanic women and of non-Hispanic women.** In 1992, 51.6% of Mexican women were in the paid labor force, compared to 52.2% of all Hispanic women and 57.8% of non-Hispanic women. Among subgroups, Central and South American and Cuban women have a higher labor force participation rate than Mexican women (57.1% and 51.7%, respectively).

- **Both Mexican men and Mexican women have the lowest median earnings of any Hispanic subgroup.** The median earnings of Mexican men were $12,959 compared to $14,503 for all Hispanic men and $22,628 for non-Hispanic men. The median earnings of Mexican women were $9,260 compared to $10,399 for all Hispanic women and $13,216 for non-Hispanic women.

- **Mexican men comprise the largest proportion of men earning less than $10,000.** More than one-third of Mexican men earned less than $10,000 (35.3%) compared to about one-quarter each of Puerto Rican and Cuban men (23.6% and 24.9%, respectively) and less than one-quarter of non-Hispanic men (23.6%).

UNEMPLOYMENT

- **Both Mexican men and Mexican women experience higher unemployment rates than their non-Hispanic counterparts.** The unemployment rate for Mexican men in March 1992 was almost one-and-one-half times that of non-Hispanic men (12.4% vs. 8.5%). Similarly, Mexican women had a higher unemployment rate than that of non-Hispanic women (10.5% vs. 6.2%).

POVERTY

- **Mexican families are almost three times as likely as non-Hispanic families to be poor.** One in four Mexican families (27.4%) compared to one in ten non-Hispanic families (10.2%) lived below the poverty level in 1991.

- **Mexican families maintained by a woman were especially likely to be poor.** Almost half of all Mexican female-headed families were poor (47.7%) compared to one-third of non-Hispanic female-headed families (33.9%).

- **The poverty rate of Mexican children is more than twice that of non-Hispanic children.** In 1991, two-fifths of all Mexican children were poor (39.7%) compared to more than one-fifth of non-Hispanic children (19.3%).

Source: *The Hispanic Population in the United States: March 1992*, Bureau of the Census.

MAINLAND PUERTO RICAN POPULATION FACT SHEET **NOVEMBER 1993**

Mainland Puerto Ricans comprise one-tenth of the total Hispanic population (10.6%).

EDUCATIONAL ATTAINMENT

- **Puerto Ricans made modest gains in educational attainment between 1991 and 1992, but the educational attainment gap between Puerto Ricans and non-Hispanics remains wide.** Three in five Puerto Ricans 25 years old and over have completed high school (60.5%), up from 58.0% the previous year, compared to 81.5% of non-Hispanics.

- **The Puerto Rican college completion rate remains low compared to the non-Hispanic population.** Just over one in 12 Puerto Ricans completed college (8.4%); more than one in five non-Hispanics have four year college degrees (22.3%).

LABOR FORCE STATUS

- **Partly as a result of insufficient educational levels, Puerto Rican men have among the lowest labor force participation rates of any ethnic/racial group.** Seven in ten Puerto Rican men 16 years and over were participating in the labor force in March 1992 (70.3%), compared to almost four in five Hispanic men (79.6%) and almost three in four non-Hispanic men (74.3%).

- **Although the Puerto Rican female labor force participation rate has increased in the past decade, it remains low compared to other women and is the lowest of any Hispanic subgroup.** In 1980, 35.6% of Puerto Rican women were in the labor force. A little more than two-fifths of Puerto Rican women 16 years old and over (44.7%), compared to slightly more than half of all Hispanic women and almost three-fifths of non-Hispanic women (57.8%) were working or looking for work in 1991.

EARNINGS

- **Median earnings of Puerto Rican men are higher than those of all Hispanic men and lower than those of their non-Hispanic counterparts.** In

1991, the median earnings for Puerto Rican men were $18,256 compared to $14,503 for all Hispanic men. Among Hispanic subgroups, Other Hispanic men had the highest median earnings of $20,456. Puerto Rican male median earnings were equal to four-fifths the earnings of non-Hispanic men ($22,628).

- **Although Puerto Rican women have lower labor force participation rates, the median earnings of employed Puerto Rican women are among the highest of all Hispanic subgroups, but still lower than those of non-Hispanic women.** In 1991, the median earnings for Puerto Rican women that had year-round full-time earnings were $18,656, compared to $16,244 for all Hispanic women and $19,999 for Central and South American women. Median earnings for non-Hispanic women that had year-round full-time earnings $20,799.

- **The median income of non-Hispanic families is nearly twice the median income of Puerto Rican families.** In 1991, non-Hispanic families had a median income of $37,013 compared to $20,654 for Puerto Rican families. The median family income for all Hispanic families was $23,884, in 1991.

POVERTY

- **Puerto Ricans continue to be the poorest Hispanic subgroup.** In 1991, just under two-fifths of all Puerto Ricans (39.4%) lived below the poverty level, compared to almost one-third of all Mexican (29.5%), less than one-fifth of all Cuban (18.0%), and one-fourth of all Central and South Americans (24.6%).

- **The poverty rate of Puerto Rican families is four times that of White families and slightly higher than that of African American families.** In 1991 over one-third of all Puerto Rican families (35.6%) lived below the poverty level, compared to less than one-tenth of White families (9.6%), and more than one-third of African American families (33.6%).

- **Puerto Rican female-headed households are especially likely to be poor.** Almost two-thirds of Puerto Rican female-headed households were poor (66.3%) in 1991, compared to just over half of African American single female-headed households (51.2%).

- **The poverty rate for all Puerto Rican children is three and one-half times that of White children and Puerto Rican children are the poorest racial/ethnic group in the United States.** Almost three-fifths of all Puerto Rican children under 18 were poor in 1991 (57.9%), compared to two-fifths of all Hispanic children, almost half of all African American children (45.9%), and one-sixth of all White children (16.8%).

Source: *The Hispanic Population in the United States: March 1992; Poverty in the United States: 1992*, and *Poverty in the United States: 1992*, Bureau of the Census.

HISPANIC MEN FACTSHEET

NOVEMBER 1993

EDUCATION

- **Hispanic males have lower educational attainment than either Black or White males.** As of 1991, Hispanic males 25 and over had completed an average of 10.0 years of school compared to 11.3 years for Black males and 12.8 for White males.

LABOR FORCE STATUS

- **Hispanic males have higher labor force participation rates than non-Hispanic males.** In 1992, 79.6% of Hispanic males were working or looking for work, compared to 74.3% of non-Hispanic males.

- **Hispanic male labor force participation rates differ by subgroup.** Central and South American men have the highest labor force participation rates of any Hispanic subgroup (86.0%), followed by Mexican (80.5%), Other Hispanic (77.4%), Cuban (72.2%), and Puerto Rican (70.3%).

- **Hispanic males are most likely to be employed as operators, fabricators, and laborers, while non-Hispanic males are most often employed in managerial and professional positions.** Almost three in ten (27.5%) Hispanic males are operators, fabricators, and laborers; the second most common occupation for Hispanic males is in precision production, craft, and repair (19.4%). Only one in ten Hispanic males (11.4%) are employed in the managerial and professional field; for non-Hispanic males, over one-fourth (27.4%) are employed in this field.

EARNINGS

- **Employed Hispanic males have lower median earnings than comparable non-Hispanic males.** In 1991, the median earnings of working Hispanic males were $14,503. Non-Hispanic working males had median earnings of $22,628.

National Council of La Raza
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(202) 289-1380 Fax (202) 289-8173

- **Mexican males had the lowest median earnings among Hispanic males in 1991.** Mexican males had median earnings of $12,959. Other Hispanic origin had the highest median earnings ($20,456), followed by Puerto Rican males ($18,256), Cuban males ($17,638), and Central and South American males ($14,868).

- **Among Hispanic males, Mexicans are the most likely to be earning less than $10,000.** More than one-third of Mexican males earned less than $10,000 (35.3%), followed by Central and South American males (31.1%). Also earning less than $10,000 in 1991 were about one-quarter each of Puerto Rican (23.6%) and Cuban males (24.9%) and less than one-quarter of non-Hispanic males (23.6%).

UNEMPLOYMENT

- **In 1992, Hispanic males were more likely to be unemployed than non-Hispanic males.** The unemployment rate for Hispanic males 16 and older was 12.2%. Unemployment among non-Hispanic males was 8.5%.

- **Puerto Rican males have the highest unemployment rate of any Hispanic subgroup, followed closely by Mexican males.** In March 1992, 14.1% of Puerto Rican males and 12.4% of Mexican males were unemployed. One in eight (12.5%) Central and South American, 10.4% of Other Hispanic, and 9.1% of Cuban males were unemployed.

CRIME

- **Hispanic males had higher violent crime victimization rates than non-Hispanic males.** In 1989, Hispanic males were victims of violent crimes at a rate of 49.5 per 1,000 persons age 12 and over, while non-Hispanic males were victimized at a rate of 36.3 per 1,000 persons age 12 and over.

HEALTH

- **Although Hispanic males have higher labor force participation rates than their White or Black counterparts, Hispanic working males are two-and-one-half times as likely as White working males to lack health insurance.** In 1991, less than three in five employed Hispanic males (58.9%) had any form of health insurance, compared to almost three in four employed Black males (72.1%) and more than four in five employed White males (83.5%).

- **Hispanic males are overrepresented among the HIV+ and AIDS populations.** While Hispanic males comprise approximately 9% of the male population, as of April 1992 Hispanic males accounted for 16% of all AIDS cases. AIDS was the leading cause of death among Cuban and Puerto Rican men aged 25-34 in 1989, the most recent year for which data is available.

Sources: *The Hispanic Population in the United States: March 1991*, Bureau of the Census; *Poverty in the United States: 1990*, Bureau of the Census; *Household and Family Characteristics, 1990 and 1989*, Bureau of the Census; *Hispanics and Health Insurance*, NCLR, 1992; *Criminal Victimization in the United States*, 1990, U.S. Department of Justice.

- **Hispanics are a young population.** According to Census data, 31.4% of Hispanics, compared to 23.0% of non-Hispanics, were under 15 years of age in 1992. Conversely, about twice as many non-Hispanics (21.5%) were 55 years of age or older, compared to Hispanics (10.8%).

- **A larger percentage of Hispanics are under age five than non-Hispanics.** Just over one in ten (11.0%) Hispanics were under age five compared to 7.5% of non-Hispanics. The under-five population was the largest group for Hispanics. Non-Hispanics were spread more evenly among the age groups; the largest group was 30-34 year olds, at 8.8%.

- **Hispanic children are more likely to be living in married-couple families than Black children but less likely than White children.** Hispanic children are two and one-half times as likely to be in married-couple families than in female-headed families (5,100,000 vs 2,039,000). Black children are more likely to be in female-headed families -- 4,103,000 live in married-couple families, compared to 5,650,000 in female-headed families. White children are five times as likely to be in married-couple families than in female-headed families (41,479,000 vs. 8,371,000).

EDUCATION

- **Hispanic children are less likely to receive prekindergarten schooling, which may contribute to being less ready for elementary school than their counterparts.** Approximately one in five (21%) Hispanic 3-4 year olds are enrolled in prekindergarten, compared to three in ten (31%) Black 3-4 year olds, and four in ten (40%) White 3-4 year olds.

- **Hispanic youth ages 16-24 are much more likely than Black or White youth to drop out of high school.** One in three (29.4%) Hispanic youth ages 16-24 had dropped out of school as of October 1992. This compares to 13.7% of Black non-Hispanic youth and 7.7% of White non-Hispanic youth.

- **Hispanic children whose parents have low levels of educational attainment are especially likely to be poor.** In 1991, almost two in five Latino families with children headed by a high school dropout were poor (38.6%), compared with almost one in five Latino families (19.2%) headed by a high school graduate.

POVERTY

- **Hispanic children are almost two and one-half times as likely as White children to be poor.** Two in every five Hispanic children (40.4%) in this country were poor in 1991, compared to less than one in five White children (16.8%) and more than two in five Black children (45.9%). Puerto Rican children have the highest poverty rate (56.0%) of any group of children in the United States.

- **Hispanic children in two-parent families are much more likely to be poor than their White or Black peers.** Fully 28.8% of Hispanic children in married-couple families were poor in 1991, compared to 9.8% of White children and 15.1% of Black children in married-couple families.

Sources: National Center for Education Statistics, *The Condition of Education 1993;* Bureau of the Census, *The Hispanic Population in the U.S.: March 1992.*

EDUCATION

- **Hispanic females tend to drop out of high school slightly earlier than Hispanic males, but have slightly lower overall dropout rates.** By ages 16-17, 21.4% of young Hispanic women have dropped out of school, compared to 18.1% of Hispanic males, but at ages 18-19, 27.3% of Hispanic females have dropped out, compared to 35.2% of Hispanic males.

- **Early marriage and/or pregnancy are the top two reasons cited by young Hispanic women as contributing reasons for dropping out of school.** One-third of young Hispanic women report leaving school because of marriage or plans to marry, and one-fourth cite pregnancy as the reason for leaving school. In comparison, about 26.0% of Hispanic male dropouts indicate that they are leaving school because they have chosen to work or were offered a job; 17.0% say they had been expelled or suspended.

LABOR FORCE STATUS

- **Hispanic women have a slightly lower labor force participation rate than non-Hispanic women.** In 1992, 52.2% of Hispanic women were working or looking for work, compared to 57.8% of non-Hispanic women.

- **"Other Hispanic" women have the highest labor force participation rate of any Hispanic subgroup, while Puerto Rican women have the lowest.** In 1992, 57.9% of Other Hispanic women were in the labor force, followed by 57.1% of Central and South American women, 51.7% of Cuban women, 51.6% of Mexican American women, and 44.7% of Puerto Rican women.

- **Hispanic women are concentrated in technical, sales, and administrative support positions, as well as in service occupations.** About two-fifths of Hispanic women (39.6%) are concentrated in technical, sales, and administrative support jobs, compared to 44.8% of non-Hispanic women; one-quarter of Hispanic women are in service occupations (24.8%), compared to one-sixth of non-Hispanic women (17.0%).

- **One in six Hispanic women, compared to more than one in four non-Hispanic women, is employed in a managerial or professional level position.** In 1992, 16.4% of Hispanic women and 28.2% of non-Hispanic women were in managerial or professional jobs. One in four (26.6%) Cuban women were employed in these occupations, followed by Puerto Ricans (20.6%), Central and South Americans (14.1%), and Mexican Americans (14.1%).

- **Mexican American and Central and South American women are more likely to be employed as operators, fabricators, and laborers than women in other Hispanic subgroup.** One in six (16.2%) Mexican American and more than one in seven (15.7%) Central and South American women held these jobs compared to one in nine (11.2%) Puerto Rican women and about one in ten (9.9%) Cuban women. In comparison, one in 14 (7.2%) non-Hispanic women were employed as operators, fabricators, or laborers.

EARNINGS

- **Hispanic women have lower median earnings than non-Hispanic women.** The median earnings of Hispanic women in 1991 were $10,399 compared to $13,216 for non-Hispanic women.

- **Puerto Rican women have the highest median earnings of any Hispanic subgroup.** Puerto Rican women had median earnings of $14,463, followed by Cuban women ($13,124), Other Hispanic women ($12,844), Central and South American women ($10,635), and Mexican women ($9,260). Median earnings for non-Hispanic women were $13,216.

UNEMPLOYMENT

- **The unemployment rate of Hispanic women is higher than that of non-Hispanic women.** Among Hispanic women, 9.8% were unemployed in 1992 compared to 6.2% of non-Hispanic women.

- **Mexican American women were most likely to be unemployed in 1992.** The Mexican American female unemployment rate was 10.5%, followed by Cuban women (9.9%), Puerto Rican women (9.8%), Central and South American women (8.3%), and Other Hispanic women (7.6%).

TEENAGE PREGNANCY

- **Latina and Black teens aged 15-19 are twice as likely to become parents as White teens.** In 1989, about one Latina teen in ten gave birth, compared with slightly more than one in ten Black teens, and fewer than one in 20 White adolescent females aged 15-19.

- **Hispanic teen mothers are more likely to be unmarried than White teen mothers.** Compared to 54% of White teen births, 59% of Latino teen births were to unmarried women in 1988 -- a 37% increase over the last decade. The proportion of teen births born to unmarried women varies widely by Latino subgroup: 76% for Puerto Ricans, 62% for Central and South Americans, 53% for Mexicans, and 44% for Cuban Americans.

- **Latinas who had children when they were teenagers are unlikely to have completed high school.** Only 27% of Latina mothers who had children during their teen years had completed high school by their mid-twenties, compared with 55% of Whites and 67% of Black teen mothers.

- **The likelihood of poverty is high for Latinas who had babies in their teens.** In March 1990, almost two-thirds of Hispanic female heads of household (65.0%) between the ages of 18 and 24 who had less than four years of high school were living below the federal poverty level.

HOUSEHOLD COMPOSITION

- **Hispanic families were more likely to be headed by a woman than non-Hispanic families.** In 1992, almost one-fourth (24.4%) of all Hispanic families were maintained by a woman, compared to 16.8% of non-Hispanic families.

- **Puerto Ricans had a higher proportion of single-mother families than any other Hispanic subgroup.** More than two in five Puerto Rican families were headed by a single woman in 1992 (40.9%), compared to 24.5% of both Central and South American and Other Hispanic origin, 21.8% of Cuban, and 21.3% of Mexican American families.

POVERTY

- **The poverty rate of Hispanic single-mother families is twice that of Hispanic two-parent families.** Almost one-fifth of all Hispanic married-couple families were poor (18.5%) compared to nearly one-half of Hispanic female-headed families (48.8%) in 1992.

- **Puerto Rican single-mother families had the highest poverty rates of any Hispanic subgroup.** In 1991, 66.3% of Puerto Rican families maintained by a woman were poor, compared to 47.7% of Mexican American and 42.9% of Central and South American single-mother families (data were not available for Cuban single-mother families). By comparison, 33.9% of non-Hispanic female-headed households lived below the federal poverty line.

- **More than one-third of Hispanic and almost one-half of Black single-mother families living below the poverty level were headed by a woman who had completed high school.** In 1990, 35.4% of Hispanic and 47.2% of Black single-mother families living in poverty were headed by women who had completed high school, compared to 29.8% of White single-mother families.

- **One in ten Hispanic single mothers who had completed a Bachelor's degree or more were living in poverty in 1992.** One in ten Hispanic (9.6%) and one in eight (12.1%) Black single mothers, with at least a Bachelor's degree, and their families were poor by federal standards, compared to 5.5% of comparably educated White single mothers and their families.

- **The poverty rate of Hispanic families maintained by women who worked year-round, full-time in 1992 was more than three times that of comparable White women and higher than that of comparable Black women.** More than one in six Hispanic (15.4%) and one in ten (10.2%) Black single-mother families were poor even though the female head worked full-time throughout the year. In contrast, one in 25 (4.3%) comparable White families were poor.

Sources: *The Hispanic Population in the United States: March 1992*, Bureau of the Census; *Poverty in the United States: 1990*, Bureau of the Census; *Hispanic Education, A Statistical Portrait 1990*, National Council of La Raza; *Reducing Hispanic Teenage Pregnancy and Family Poverty: A Replication Guide*, National Council of La Raza.

ELEMENTARY SCHOOL

- **A notable proportion of Hispanics have no formal education beyond the fifth grade.** One in ten Hispanics (11.8%) aged 25 and over have completed less than fifth grade, compared to 1.4% of non-Hispanics.

- **Mexicans are most likely to have left school before the fifth grade.** More than one in six Mexicans (15.2%) over age 25 have less than a fifth grade education, compared to 8.1% of Central and South Americans, 6.6% of Puerto Ricans, 6.5% of Cubans, and 5.2% of Other Hispanics.

HIGH SCHOOL

- **With the exception of Black females, Hispanics between the ages of 18 and 19 are the least likely of all groups to be in school.** Just over one half of Hispanic males (52.6%) and females (54.9%) between the ages of 18 and 19 were enrolled in school. This compares to 60.7% of White males, 62.7% of White females, 60.7% of Black males, and 51.8% of Black females.

- **Hispanics are much less likely than non-Hispanics to have completed high school.** Just over half (52.6%) of all Hispanics aged 25 years and over had completed high school or more in 1992. This compares to 81.5% of non-Hispanics and 83.4% of non-Hispanic Whites.

- **Among Hispanic subgroups, Mexicans are least likely to have completed high school or more.** Less than half (45.2%) of Mexicans 25 years old and over had completed high school or more, compared to 70.9% of Other Hispanics, 62.0% of Cubans, 61.7% of Central and South Americans, and 60.5% of Puerto Ricans.

- **Hispanics are almost twice as likely as Whites to drop out of high school.** In 1992, 4.1% of Whites in grades 10-12 dropped out, compared to 7.9% of Hispanics and 4.9% of Blacks.

COLLEGE

- **Non-Hispanics are more than twice as likely as Hispanics to complete a Bachelor's degree or more.** Less than one in ten Hispanics over 25 (9.3%) have completed a Bachelor's degree or more, compared to 22.3% of non-Hispanics.

- **Cubans have a much higher college completion rate than any other Hispanic subgroup.** Almost one in five Cubans (18.4%) completed a Bachelor's degree or more in 1992, compared to 6.1% of Mexicans, 8.4% of Puerto Ricans, 14.2% of Other Hispanics, and 16.0% of Central and South Americans.

TEACHING POSITIONS

- **Hispanics are underrepresented in both elementary and secondary school teaching positions.** Although Hispanics make up 7.7% of the labor force, they are only 4.4% of elementary school teachers and 3.4% of secondary school teachers.

SEGREGATION

- **Hispanic students are more likely than other minority students to attend predominately minority schools.** In 1991-1992, almost three-quarters (73.4%) of all Latino students attended schools that were predominately minority, compared to two-thirds (66.0%) of Black students.

Source: *School Enrollment - Social and Economic Characteristics of Students: October 1990,* Bureau of the Census, *The Hispanic Population in the United States: March 1992*, Bureau of the Census, *The Growth of Segregation in American Schools: Changing Patterns of Separation and Poverty Since 1968,* U.S. Department of Education.

HISPANIC EMPLOYMENT AND EARNINGS FACTSHEET

NOVEMBER 1993

LABOR FORCE STATUS

- **Hispanic men have higher labor force participation rates than non-Hispanic men.** In 1992, 79.6% of Hispanic men were working or looking for work, compared to 74.3% of non-Hispanic men.

- **Hispanic male labor force participation rates differ by subgroup.** Central and South American men have the highest labor force participation rates of any Hispanic subgroup (86.0%), followed by Mexican (80.5%), Other Hispanic (77.4%), Cuban (72.2%), and Puerto Rican (70.3%).

- **Hispanic women have a slightly lower labor force participation rate than non-Hispanic women, but rates differ by Hispanic subgroup.** In 1992, 52.2% of Hispanic women were working or looking for work, compared to 57.8% of non-Hispanic women. Other Hispanic women had the highest labor force participation rate (57.9%), followed by Central and South American (57.1%), Cuban (51.7%), Mexican (51.6%), and Puerto Rican (44.7%).

EARNINGS

- **Partly as a result of concentration in low-wage work, Hispanics tend to have lower median earnings than non-Hispanics.** The median earnings of Hispanic men were $14,503 in 1991 -- less than two-thirds the median earnings of non-Hispanic men in the U.S. ($22,628). The median earnings of Hispanic women were $10,399 compared to $13,216 for non-Hispanic women. The chart below provides a breakdown of median earnings by subgroup.

- **Hispanic males are most likely to be employed as operators, fabricators, and laborers, while non-Hispanic males are most often employed in managerial and professional positions.** Almost three in ten (27.5%) Hispanic males are operators, fabricators, and laborers; the second most common occupation for Hispanic males is in precision production, craft, and repair (19.4%). Only one in ten Hispanic males (11.4%) are employed in the managerial and professional field; for non-Hispanic males, over one-fourth (27.4%) are employed in this field.

- **Hispanic women are concentrated in technical, sales, and administrative support positions, as well as in service occupations.** About two-fifths of Hispanic women

(39.6%) are concentrated in technical, sales, and administrative support jobs, compared to 44.8% of non-Hispanic women; one-quarter of Hispanic women are in service occupations (24.8%), compared to one-sixth of non-Hispanic women (17.0%).

Median Earnings by Hispanic Subgroup (1991)

	Mexican	Cuban	Central and S. American	Puerto Rican	Other
Men	$12,959	$17,638	$14,868	$18,256	$20,456
Women	$9,260	$13,124	$10,635	$14,463	$12,844

UNEMPLOYMENT

- **In 1992, unemployment was higher among Hispanic men than among non-Hispanic men.** One in eight (12.2%) of Hispanic males age 16 years old and over were unemployed, compared to 8.5% of non-Hispanic males.

- **The unemployment rate of Hispanic women was higher than that of non-Hispanic women.** Among Hispanic women, 9.8% were unemployed in 1992 compared to 6.2% of non-Hispanic women.

- **Puerto Rican men have the highest unemployment rate of any Hispanic subgroup, followed closely by Mexican men.** In March 1992, 14.1% of Puerto Rican men and 12.4% of Mexican men were unemployed, compared to 8.5% of non-Hispanic men.

- **Cuban women had the highest unemployment rate of any Hispanic subgroup, followed closely by Puerto Rican women.** The unemployment rate for Cuban women was 9.9%; 9.8% of Puerto Rican women were unemployed, followed by Central and South American women (8.3%), and Other Hispanic women (7.6%). The unemployment rate for non-Hispanic women was 6.2%.

Source: *The Hispanic Population in the United States: March 1992*

CENTRAL AND SOUTH AMERICAN POPULATION FACTSHEET

OCTOBER 1993

Of the more than 22 million Hispanics in the United States, 14.0% were Central and South American.

SELECTED HOUSEHOLD CHARACTERISTICS

- **Central and South American household size was larger than both the Hispanic and non-Hispanic average in 1991.** The mean household size for Central and South Americans was 3.37 persons. The mean size for the total Hispanic population was 3.45; for non-Hispanics, 2.54.

- **Central and South American households are very likely to contain families.** Over eight in ten (81.3%) Central and South American households contained families in 1992, compared to less than seven in ten (69.5%) non-Hispanic households.

- **Most Central and South Americans rent their housing.** Just under three out of four Central and South Americans (73.5%) rented their housing as of March 1992 compared to six in ten Hispanics (60.1%). The percentage renting for the non-Hispanic population was 34.2%.

EDUCATIONAL ATTAINMENT

- **Central and South Americans are more likely than other Hispanic subgroups to have completed high school.** Three-fifths (61.7%) of Central and South Americans 25 years old and over completed high school in 1992. In comparison, slightly more than half (52.6%) of the total Hispanic population and eight in ten non-Hispanics (81.5%) completed high school.

- **Central and South Americans are more likely to have completed college than the total Hispanic population.** More than one in seven (14.2%) Central and South Americans completed four years of college or more compared to about one in ten (9.3%) Hispanics overall, and one in five (22.3%) non-Hispanics.

LABOR FORCE STATUS

- **Central and South Americans have the highest labor force participation rate of both the overall Hispanic and non-Hispanic populations.** Seven in ten (71.2%) Central and South Americans were working or looking for work in March 1992, compared to 65.8% of the total Hispanic population and 65.7% of the non-Hispanic population.

- **The labor force participation rate of Central and South American women is equal to that of non-Hispanic females and higher than the total Hispanic female population.** More than half of Central and South American females and non-Hispanic females are in the labor force (57.1% and 57.8%, respectively), compared to slightly over half (52.2%) of the total Hispanic female population.

- **Median earnings for both male and female Central and South Americans are among the lowest of any Hispanic subgroup and lower than those of non-Hispanics.** Median earnings for male and female Central and South Americans are $14,868 and $10,635, respectively. Median earnings for the overall Hispanic population were $14,503 for males and $10,399 for females; Puerto Rican women had the highest median earnings of all women at $14,463; and Other Hispanic origin median earnings were the highest for Hispanic males at $20,456. For the non-Hispanic population, median earnings were $22,628 for males and $13,216 for females.

- **The unemployment rate for Central and South Americans is slightly lower than the total Hispanic unemployment rate.** In 1992, just over one in ten Central and South Americans (10.8%) were unemployed; this compares to one in nine (11.3%) Hispanics and one in 14 non-Hispanics (7.5%).

POVERTY

- **Despite having higher labor force participation rates, Central and South Americans were twice as likely to live below the poverty level than the non-Hispanic population in 1991.** One in four (24.6%) Central and South Americans lived below the poverty level in 1991 compared to one in eight (12.8%) of the non-Hispanic population. Of all Hispanic subgroups, Puerto Ricans are most likely to be poor; in 1991, two in five Puerto Ricans lived below the poverty level (39.4%).

- **The proportion of Central and South American female-headed families living below the poverty level in 1991 was lower than for the total Hispanic population, but still remains disproportionately high.** Almost two-fifths (42.9%) of Central and

South American female-headed families live below the poverty level. Half of all Hispanic female-headed families (49.7%) and one-third of non-Hispanic female-headed households were poor (33.9%).

- **Reflecting a trend in the Hispanic population as a whole, children are most likely to be living in poverty among all Central and South Americans.** One-third (33.4%) of Central and South Americans who are less than 18 years old lived below the poverty level in 1991, compared to almost one in five (19.3%) non-Hispanic children. By contrast, slightly over one-fifth (20.8%) of the 18-64 age group and one in four (24.5%) Central and South Americans 65 years of age and over lived below the poverty level.

Sources: *The Hispanic Population in the United States: March 1992*, Bureau of the Census.

HISPANIC POVERTY FACTSHEET

NOVEMBER 1993

OVERVIEW

Poverty among Hispanics in the U.S. is persistent and severe. More than one in four Hispanics (28.7%) -- and two in five Hispanic children -- are poor. A detailed examination of data and literature on Latino poverty reveals that the disadvantaged socioeconomic situation Hispanics face can be explained largely by the poverty of the working poor, female-headed households, Puerto Ricans, and children.

- **Hispanic poor families tend to be "working poor" families.** In 1991, more than three in five poor Hispanic families (63.8%) had at least one working member. Nearly two-thirds of poor Hispanic families with children (65.3%) had at least one employed individual.

- **The poverty rate for Hispanic female-headed families is one-and-one-half times that of White female-headed households and comparable to that of Black female-headed households.** In 1991, 60.1% of Hispanic single-mother families and 60.5% of comparable Black families were poor compared to 39.6% of White female-headed households.

- **Puerto Rican poverty is higher than the poverty of any other Hispanic subgroup.** Two in five Puerto Ricans (39.4%) were poor in 1991, compared to 29.5% of Mexicans, 24.6% of Central and South Americans, 20.6% of Other Hispanics, and 18.0% of Cubans.

- **Two-fifths of Hispanic children are living in poverty.** In 1991, 40.4% of Hispanic children were living below the poverty level, compared to 19.3% of non-Hispanic children. Hispanic children represented 11.6% of all children in the U.S. but represented 21.6% of all children living in poverty.

FAMILY POVERTY*

- **Hispanic families are especially likely to be poor.** In 1992, more than one in four Hispanic families (26.2%) lived below the federal poverty level, compared to 30.9% of Black families and 8.9% of White families.

- **The poverty rate for Hispanic married-couple families with children under 18 years of age is higher than that of either comparable Black or White married-couple families.** In 1991, 22.5% of Hispanic married-couple families with children under 18 were living below the poverty level compared to 15.4% of Black married-couple families and 7.6% of White married-couple families with children under 18.

- **Almost half of all poor Hispanic families are families maintained by women.** Single-mother families constituted 48.1% of all poor Hispanic families in 1992.

- **Hispanic families headed by non-high school graduates are more poor than their non-Hispanic counterparts.** In 1992, more than one-third of Hispanic families whose head of household was not a high school graduate were poor (37.9%), compared to almost one-fourth of comparable non-Hispanic families (23.3%).

CHILD POVERTY

- **Children were overrepresented in the poverty population in each Hispanic subgroup.** One-half (50.7%) of poor Mexicans were children in 1991, compared to 52.2% of poor Puerto Ricans, 46.1% of poor Other Hispanics, 39.6% of poor Central and South Americans, and 32.4% of poor Cubans. Of the poor non-Hispanic population, 38.3% were children.

- **Puerto Rican children are the poorest children of any major racial/ethnic group in the United States.** More than half of all Puerto Rican children under 18 were poor in 1991 (57.9%) compared to 40.4% of all Hispanic children, and about one-fifth of non-Hispanic children (19.3%).

- **Both Hispanic and Black children under six are especially vulnerable to poverty.** Almost one-half of all Hispanic children under six (44.3%), and half of all Black

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* Official government standards set the poverty level at $14,350 for a family of four in 1992.

children under six (51.2%) were poor in 1991. About one-sixth of all White children under six (18.6%) were poor that year.

- **Hispanic children in two parent families are almost three times as likely to be poor as their White peers.** In 1991, more than one-quarter of Hispanic children living with both parents were poor (28.8%), in contrast to less than one in ten White children in the same household structure (9.8%).

- **Hispanic children in single-parent families are especially likely to grow up in poverty.** More than two-thirds of Hispanic children in female-headed households were poor in 1991 (68.6%), compared to less than one-half of White children in similar household structures (47.1%).

Source: *The Hispanic Population in the United States: March 1992*, Bureau of the Census; *Poverty in the United States: 1992*, Bureau of the Census; *State of Hispanic America 1993: Toward A Latino Agenda*, National Council of La Raza, 1993.

CUBAN AMERICAN POPULATION FACT SHEET

NOVEMBER 1993

Of the more than 22 million Hispanics in the U.S., 4.7% are of Cuban origin. This group shows some distinctive characteristics compared to the larger Hispanic population.

SOCIODEMOGRAPHIC CHARACTERISTICS

- **The mean number of persons in a Cuban household is lower than that of either the other Hispanic subgroups or the non-Hispanic population.** Cuban Americans have an average of 2.70 members per household, compared to 2.54 members for non-Hispanics. By contrast, Mexican Americans households had the highest average number of members (3.73), followed closely by Central and South American (3.37). Puerto Ricans and Other Hispanics had smaller households with 2.99 and 2.87 average members, respectively.

- **Although the Hispanic population tends to be much younger than the non-Hispanic population, Cubans are markedly older.** The median age of Cuban Americans in March 1992 was 40.4 years old; this is higher than both the non-Hispanic population median age (34.1) and the total Hispanic population (26.4).

- **A larger proportion of Cuban Americans are married compared to other Hispanic subgroups.** Almost three in four Cuban families are married-couple families (74.4%). This compares to 53.6% of Puerto Rican, 65.9% of Central and South American, 67.7% of Other Hispanic, 71.2% of Mexican, and 78.9% of non-Hispanic families.

EDUCATIONAL ATTAINMENT

- **The high school completion rate among Cubans aged 25-34 is higher than that of the total Hispanic population and comparable to that of the non-Hispanic population aged 25-34.** Slightly less than three fifths (58.5%) of the total Hispanic population aged 25-34 had completed four years of high school or more in 1992, while more than three-fourths (78.4%) of comparable Cubans had completed high school. The non-Hispanic population had a higher completion rate with over four out of five persons (81.5%) having completed high school.

- **Cubans are more likely to attend college than other Hispanic subgroups.** In the 25-34 age group, Cubans are twice as likely as the overall Hispanic population to have four or more years of college (20.5% vs. 9.6%). The lowest college completion

rate is found in the Mexican American population, with one in 14 Mexican Americans (7.4%) in the 25-34 age group completing four years of college or more.

LABOR FORCE STATUS

- **Cuban women are less likely to be in the civilian labor force than Cuban men.** Seven out of ten (72.2%) Cuban males 16 years and over participate in the labor force, while slightly over half (51.7%) of Cuban women are in the labor force.

- **Cuban women have a greater representation in technical, sales, and administrative support positions than the total Hispanic population.** Just under one-half (48.5%) of employed Cuban females 16 and over were employed in technical, sales, and administrative support positions. Two-fifths (39.6%) of the total Hispanic female population and 44.8% of the non-Hispanic female population were employed in these fields in 1992.

- **Median earnings for Cuban American males were higher than the earnings of the total Hispanic male population.** Cuban male median earnings in 1991 were $17,638, while median earnings for the total Hispanic male population were $14,503. Mexican American male median earnings were the lowest for Hispanic males, at $12,959. Median earnings for non-Hispanic males were $22,628.

- **Median earnings for Cuban women were among the highest of any Hispanic female subgroup.** Cuban women had median earnings of $13,124 in 1991. Mexican women had the lowest median earnings ($9,260) while Puerto Rican women had the highest median earnings ($14,463). Non-Hispanic female median earnings were $13,216.

- **Although Cuban unemployment rates are lower than for the total Hispanic population, a wide disparity is found between Cuban male and female unemployment rates.** In March 1992, the Cuban male unemployment rate was 9.1%, lower than the total Hispanic male unemployment rate (12.2%), but higher than the non-Hispanic male unemployment rate (7.8%). The unemployment rate for Cuban females was 9.9%, over 50% higher than the unemployment rate for non-Hispanic females (6.2%) and comparable to the total Hispanic female unemployment rate (9.8%).

POVERTY

- **The proportion of Cuban families below the poverty level in 1991 exceeded that of non-Hispanic families, but did not reach the poverty levels of other Hispanic subgroups.** One in seven Cuban families (13.9%) lived below the poverty level, in contrast to Puerto Rican families, of whom more than one-third (35.6%) lived below the poverty level in 1991. One in ten non-Hispanic families (10.2%) were living below the poverty level that year.

- **Cuban children were less likely than other Hispanic children to be poor.** Of all Cubans below the poverty level, 32.4% were children. This compares to 52.2% of Puerto Rican, 50.7% of Mexican, 46.1% of Other Hispanic, 39.6% of Central and South American, and 38.3% of non-Hispanic children who were poor in 1991.

Source: *The Hispanic Population in the United States: March 1992*

THE HISPANIC POPULATION FACTSHEET

NOVEMBER 1993

OVERVIEW

- **The Hispanic population totals 22.4 million people or 9.0% of the country's population.** The Hispanic population is composed of Mexicans (63.6%), Puerto Ricans (10.6%), Cubans (4.7%), Central and South Americans (14.0%), and Other Hispanic (7.0%).

- **By the year 2010, the Hispanic population is expected to become the second-largest racial/ethnic group.** After 1996, the Hispanic population is projected to add 870,000 people to the population each year.

- **Hispanics are a young population.** The median age of Hispanics is 26.4 years is about eight years younger than the median age of the non-Hispanic population (34.1 years).

HOUSEHOLD COMPOSITION

- **Hispanic households are more likely to contain families than non-Hispanic households.** Eight in ten Hispanic households (81.2%) were family households, compared with less than seven in ten (69.5%) non-Hispanic households.

- **Hispanic families are less likely to be two parent families than non-Hispanic families.** About seven in ten Hispanic families (68.2%) were maintained by married couples, compared with about eight in ten non-Hispanic families (78.9%). Among Hispanic subgroups, Mexicans and Cubans had the largest proportion of families maintained by married couples (71.2% and 74.4%, respectively).

- **Hispanic families are more likely than non-Hispanic families to be headed by a woman.** In 1992, almost one-quarter of all Hispanic families were maintained by a woman (24.4%), compared to more than one-sixth of Non-Hispanic families (16.8%).

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EDUCATIONAL ATTAINMENT

- **Hispanics made modest gains in educational attainment over the last decade.** In March 1983, the proportion of Hispanics who had completed four years of high school or more was almost 46.0%; by 1992, it was 52.6%. In 1983, 8.0% of Hispanics had completed college, compared with 9.3% currently.

- **Hispanics are among the most undereducated racial/ethnic groups.** A little more than half of all Hispanics 25 years old and over (52.6%) compared to four-fifths of non-Hispanics 25 years old and over (81.5%) have completed four years of high school or more. Almost one in ten of all Hispanics (9.3%), compared to more than one in five non-Hispanics (22.3%), have completed four years of college.

- **Hispanic educational attainment rates differ by subgroup.** Less than half of Mexican Americans 25 and over (45.2%) had completed high school in 1992, compared to three-fifths of Puerto Ricans (60.5%), Cubans (62.0%), and Central and South Americans (61.7%).

SELECTED ECONOMIC CHARACTERISTICS

- Labor Force Participation. **Hispanic men have higher labor force participation rates than non-Hispanic men, and Hispanic women have a slightly lower labor force participation rate than non-Hispanic women.** In 1992, 79.6% of Hispanic men were working or looking for work, compared to 74.3% of non-Hispanic men. In 1992, 52.2% of Hispanic women were working or looking for work, compared to 57.8% of non-Hispanic women.

- Earnings. **Hispanics tend to have lower median earnings than non-Hispanics.** In 1991, the median earnings of Hispanic men were less than two-thirds the median earnings of non-Hispanic men in the U.S. ($14,503 vs. $22,628). The median earnings of Hispanic women were $10,399 compared to $13,216 for non-Hispanic women.

- Unemployment. **In 1992, unemployment was higher among Hispanics than among non-Hispanics.** Among Hispanic males, 12.2% of those 16 years old and over were unemployed compared to 8.5% of non-Hispanic males; 9.8% of Hispanic women were unemployed compared to 6.2% of non-Hispanic women.

POVERTY

- **Hispanics are more than twice as likely as non-Hispanics to be poor.** In 1992, 29.3% of all Hispanics were poor compared to 11.6% of Whites and 33.3% of Blacks.

- **Hispanic families are especially likely to be poor.** In 1992, more than one in four Hispanic families (28.1%) lived below the federal poverty level, compared to one in ten White families (9.8%) and 32.7% of Black families.

- **Hispanic children are more likely than White children and less likely than Black children to live in poverty.** In 1992, 39.9% of Hispanic children were living below the poverty level, compared to 16.9% of White children and 46.6% of Black children.

Sources: *The Hispanic Population in the United States: March 1992*, Bureau of the Census; *Poverty in the United States: 1992*, Bureau of the Census.

NATIONAL COUNCIL OF LA RAZA

The National Council of La Raza (NCLR), the largest constituency-based national Hispanic organization, exists to improve life opportunities for the more than 22 million Americans of Hispanic descent. A nonprofit, tax-exempt organization incorporated in Arizona in 1968, NCLR serves as an advocate for Hispanic Americans and as a national umbrella organization for more than 160 formal "affiliate," community-based organizations serving Hispanics in 37 states, Puerto Rico, and the District of Columbia. NCLR seeks to create opportunities and address problems of discrimination and poverty through four major types of intiatives:

- Capacity-building assistance to support and strengthen Hispanic community-based organizations;
- Applied research, public policy analysis, and advocacy on behalf of the entire Hispanic community, designed to influence public policies and programs so that they equitably address Hispanic needs;
- Public information efforts to provide accurate information and positive images of Hispanics in the mainstream and Hispanic media; and
- Special catalytic efforts which use the NCLR structure and reputation to create other entitites or projects important to the Hispanic community, including international projects consistent with NCLR's mission.

NCLR is headquartered in Washington, D.C. and has program offices in Los Angeles, California; Chicago, Illinois; Phoenix, Arizona; and McAllen, Texas.

NCLR CENSUS INFORMATION CENTER

NCLR's Census Information Center (CIC), housed within the Office of Research, Advocacy, and Legislation and maintained by NCLR Poverty Project staff, was intiated in 1991 with the support of the U.S. Bureau of the Census. NCLR's CIC exists to improve access to, and encourage broader dissemination of, Hispanic Census data. Organized at both the national and local levels, the CIC houses a Census Library which contains published and electronic data from the 1990 Census, with a focus on national data and on the ten states with the largest Hispanic populations; data from the 1980 Census, annual surveys, and special reports are also available. The CIC is open to the general public and is supported through general NCLR funds and through the Rockefeller Foundation's support of the NCLR Poverty Project. In addition to this publication, NCLR conducts research, analysis, and publication of Census data of importance to the U.S. Latino community; the *Poverty Project Newsletter*, published quarterly and available free, contains a regular section on Census Bureau data and news.